

## AWARD RATES OF PAY INDEXES, AUSTRALIA, DECEMBER 1995

*NOTE: Wage variations from enterprise bargaining awards and agreements are generally excluded from award rates of pay indexes. See paragraph 16 of the Explanatory Notes. Application of the \$8 "safety net" adjustments to the indexes is explained in paragraph 18 of the Explanatory Notes.*

### SUMMARY OF FINDINGS

#### Annual Movements (December 1994 to December 1995)

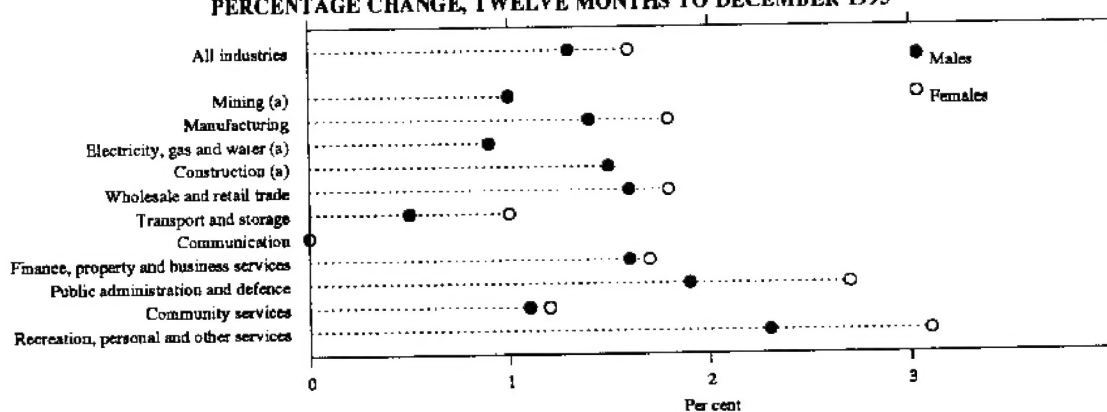
Over the 12 months to December 1995, the weekly award rates of pay index for full-time adult employees rose by 1.4 per cent. For full-time adult females and full-time adult males the indexes rose by 1.6 per cent and 1.3 per cent respectively.

The largest movements over the period for full-time adult females and males occurred in the Recreation, personal and other services industry (3.1% and 2.3% respectively),

and in the Public administration and defence industry (2.7% and 1.9% respectively).

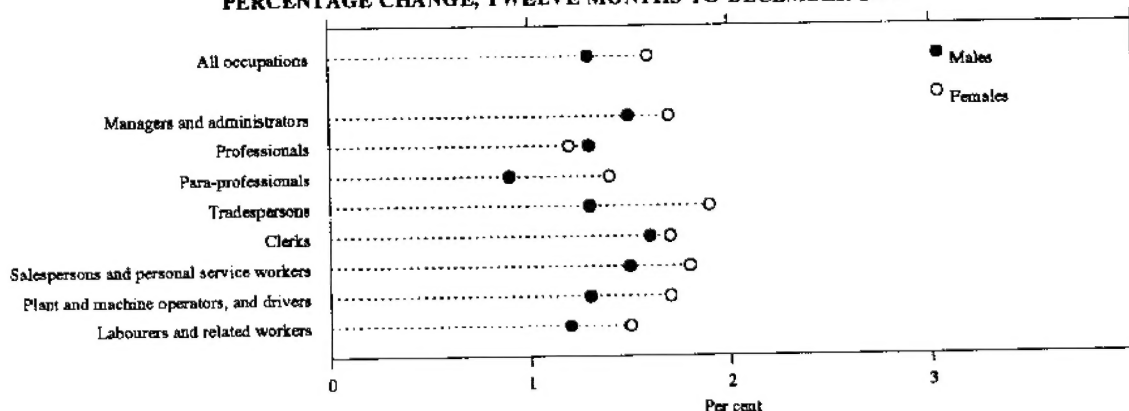
In terms of occupation groups, the largest increases for full-time adult females were for Tradespersons (1.9%), and for Salespersons and personal service workers (1.8%). For full-time adult males the largest increases were for Clerks (1.6%), and for Managers and administrators, and Salespersons and personal service workers (both 1.5%).

**INDUSTRIES, FULL-TIME ADULT EMPLOYEES,  
PERCENTAGE CHANGE, TWELVE MONTHS TO DECEMBER 1995**



(a) Data not available for females in these industries.

**OCCUPATIONS, FULL-TIME ADULT EMPLOYEES,  
PERCENTAGE CHANGE, TWELVE MONTHS TO DECEMBER 1995**



#### INQUIRIES

- for further information about statistics in this publication and the availability of related unpublished statistics, contact Bruce McClelland on Canberra (06) 252 6581 or any ABS State office.
- for information about other ABS statistics and services please refer to the back page of this publication.

At the State level, the largest increases in the year to December 1995 for full-time adult males were in the Australian Capital Territory (3.1%) and in Tasmania (2.0%). For full-time adult females the largest increases were in the Australian Capital Territory (2.3%) and in Western Australia (1.9%).

**Monthly Movements (November 1995 to December 1995)**

For the period November 1995 to December 1995 the weekly rates of pay index for full-time adult employees recorded minimal change.

**Effects of Wage Case Decisions**

Variations from the October 1993 "safety net" principle wage case are being applied to awards as they are ratified i.e. from December 1993.

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**NOTES**

The Award Rates of Pay Indexes are compiled from data obtained from wage fixing authorities, both Federal and State, relating to variations in prescribed award wages and hours.

Explanatory Notes are published at the back of this publication.

Users should note that revisions to indexes are made where award variations are retrospective, or when there is a delay in receipt of notification of variations. See paragraph 19 of the Explanatory Notes.

**W. McLennan**  
**Australian Statistician**

TABLE 1. AWARD RATES OF PAY INDEXES  
FULL-TIME ADULT EMPLOYEES : AUSTRALIA  
BASE : JUNE 1985 = 100.0

Month	Weekly Series			Hourly series		
	Males	Females	Persons	Males	Females	Persons
June — 1985	100.0	100.0	100.0	100.0	100.0	100.0
1986	103.8	104.2	104.0	103.9	104.3	104.0
1987	109.7	110.4	109.9	109.8	110.9	110.2
1988	114.8	115.3	114.9	115.0	116.3	115.4
1989	122.5	123.9	122.9	123.1	125.5	123.8
1990	130.4	132.0	130.9	131.2	133.7	132.0
1991	133.6	135.9	134.3	134.6	137.8	135.6
1992	138.2	140.4	138.9	139.4	142.5	140.3
1993	139.3	141.9	140.1	140.5	143.8	141.5
1993 — December	140.3	142.7	141.1	141.6	144.8	142.6
1994 — January	140.5	143.2	141.3	141.8	145.3	142.9
February	140.6	143.3	141.5	141.9	145.5	143.0
March	140.9	143.7	141.8	142.2	145.8	143.3
April	141.1	143.9	141.9	142.4	146.0	143.5
May	141.2	144.0	142.0	142.5	146.1	143.6
June	141.2	144.1	142.1	142.5	146.2	143.7
July	141.3	144.1	142.2	142.6	146.3	143.7
August	141.3	144.2	142.2	142.6	146.4	143.8
September	141.4	144.2	142.3	142.7	146.4	143.8
October	141.5	144.4	142.4	142.8	146.5	144.0
November	141.6	144.7	142.6	142.9	146.8	144.1
December	141.8	144.9	142.7	143.1	147.1	144.3
1995 — January	141.9	145.1	142.9	143.3	147.3	144.5
February	142.0	145.1	143.0	143.3	147.3	144.5
March	142.1	145.3	143.1	143.4	147.5	144.7
April	142.5	145.9	143.6	143.9	148.1	145.2
May	142.9	146.3	144.0	144.3	148.6	145.6
June	143.2	146.8	144.3	144.6	149.1	146.0
July	143.4	147.0	144.5	144.7	149.4	146.2
August	143.4	147.1	144.6	144.8	149.5	146.2
September	143.5	147.1	144.6	144.9	149.5	146.3
October	143.5	147.1	144.6	144.9	149.5	146.3
November	143.6	147.2	144.7	144.9	149.6	146.4
December	143.6	147.2	144.7	145.0	149.6	146.4

Percentage change from corresponding month of previous year

1994 — December	1.1	1.5	1.1	1.1	1.6	1.2
1995 — January	1.0	1.3	1.1	1.1	1.4	1.1
February	1.0	1.3	1.1	1.0	1.2	1.1
March	0.9	1.1	0.9	0.8	1.2	1.0
April	1.0	1.4	1.2	1.1	1.4	1.2
May	1.2	1.6	1.4	1.3	1.7	1.4
June	1.4	1.9	1.6	1.5	2.0	1.6
July	1.5	2.0	1.6	1.5	2.1	1.7
August	1.5	2.0	1.7	1.5	2.2	1.7
September	1.5	2.0	1.6	1.5	2.1	1.7
October	1.4	1.9	1.5	1.5	2.1	1.6
November	1.4	1.7	1.5	1.4	1.9	1.6
December	1.3	1.6	1.4	1.3	1.7	1.5

**TABLE 2. WEEKLY AWARD RATES OF PAY INDEXES**  
**FULL-TIME ADULT EMPLOYEES : INDUSTRY, AUSTRALIA**  
**BASE : JUNE 1985 = 100.0**

Industry	1994					1995							
	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
<b>MALES</b>													
Mining	144.0	144.0	144.0	144.0	144.1	144.2	144.2	145.2	145.3	145.4	145.4	145.5	145.5
Manufacturing	144.0	144.1	144.2	144.4	144.7	145.4	145.7	145.8	145.9	146.0	146.0	146.1	146.1
Food, beverages and tobacco	141.6	141.7	141.7	141.7	141.9	142.4	143.0	143.3	143.3	143.3	143.3	143.3	143.5
Textiles; Clothing and footwear	155.0	155.0	155.0	157.0	157.8	158.0	158.2	158.2	158.2	158.2	158.2	158.2	158.2
Chemicals, petroleum, coal	138.5	138.6	138.7	138.7	139.3	139.8	140.2	140.2	140.2	140.2	140.2	140.2	140.2
Metal products, machinery and equipment	143.5	143.6	143.6	143.6	143.9	145.0	145.1	145.2	145.4	145.4	145.4	145.5	145.5
Basic metal products	139.9	140.1	140.1	140.1	140.1	140.5	140.5	140.5	140.5	140.5	140.5	140.7	140.7
Fabricated metal products; Other machinery and equipment	146.0	146.1	146.1	146.1	146.4	148.3	148.6	148.6	148.7	148.7	148.8	148.8	148.8
Transport equipment	142.8	142.9	142.9	142.9	143.3	143.9	143.9	143.9	144.4	144.4	144.4	144.5	144.5
Other manufacturing(a)	147.8	147.9	148.0	148.7	148.8	149.3	149.9	150.0	150.2	150.2	150.2	150.2	150.2
Construction	139.6	139.8	140.0	140.6	140.9	141.2	141.6	141.6	141.7	141.8	141.8	141.8	141.8
Wholesale and retail trade	148.6	148.7	148.7	148.8	150.0	150.5	150.8	150.9	150.9	150.9	150.9	150.9	151.0
Wholesale trade	145.6	145.7	145.7	145.9	146.6	147.3	147.6	147.7	147.7	147.7	147.7	147.7	147.8
Retail trade	151.4	151.4	151.4	151.4	153.0	153.4	153.7	153.8	153.8	153.8	153.8	153.8	153.8
Transport and storage	138.5	138.6	138.6	138.6	138.8	139.1	139.1	139.1	139.1	139.1	139.1	139.2	139.2
Finance, property and business services	139.8	139.9	139.9	139.9	140.5	140.8	141.8	141.8	141.8	142.0	142.0	142.0	142.0
Community services	140.6	140.9	140.9	140.9	141.1	141.3	141.6	141.8	141.9	141.9	141.9	142.1	142.1
All industries(b)	141.8	141.9	142.0	142.1	142.5	142.9	143.2	143.4	143.4	143.5	143.5	143.6	143.6
<b>FEMALES</b>													
Manufacturing	148.3	148.4	148.4	149.1	149.7	150.4	150.8	150.9	151.0	151.0	151.0	151.0	151.0
Food, beverages and tobacco	141.9	142.0	142.0	142.0	142.6	142.9	143.4	143.8	143.9	143.9	143.9	143.9	144.2
Textiles; Clothing and footwear	156.9	156.9	156.9	159.4	159.9	159.9	160.1	160.1	160.1	160.1	160.1	160.1	160.1
Metal products, machinery and equipment	146.0	146.0	146.0	146.0	146.5	148.2	148.7	148.7	148.8	148.8	148.8	148.8	148.8
Other manufacturing(a)	149.6	149.6	149.6	149.7	150.2	151.1	151.8	151.8	152.2	152.2	152.2	152.2	152.2
Wholesale and retail trade	147.2	147.3	147.3	147.4	148.7	149.2	149.7	149.9	149.9	149.9	149.9	149.9	149.9
Wholesale trade	144.4	144.6	144.6	144.7	145.9	146.5	147.2	147.2	147.2	147.2	147.2	147.2	147.2
Retail trade	148.7	148.7	148.8	148.8	150.1	150.7	151.1	151.2	151.3	151.3	151.3	151.3	151.3
Transport and storage	139.2	139.3	139.3	139.3	139.6	139.9	140.5	140.5	140.5	140.5	140.5	140.6	140.6
Finance, property and business services	140.2	140.3	140.3	140.3	141.0	141.7	142.6	142.7	142.7	142.7	142.7	142.7	142.7
Community services	145.6	145.7	145.8	145.8	146.0	146.1	146.5	147.1	147.1	147.2	147.2	147.3	147.4
All industries(b)	144.9	145.1	145.1	145.3	145.9	146.3	146.8	147.0	147.1	147.1	147.1	147.2	147.2
<b>PERSONS</b>													
Mining	143.9	143.9	143.9	143.9	143.9	144.1	144.1	145.1	145.1	145.2	145.3	145.3	145.3
Manufacturing	145.0	145.1	145.1	145.4	145.8	146.5	146.8	146.9	147.0	147.1	147.1	147.2	147.2
Food, beverages and tobacco	141.7	141.7	141.8	141.8	142.0	142.5	143.1	143.4	143.5	143.5	143.5	143.5	143.7
Textiles; Clothing and footwear	156.3	156.3	156.3	158.6	159.2	159.3	159.5	159.5	159.5	159.5	159.5	159.5	159.5
Chemicals, petroleum, coal	139.5	139.6	139.7	139.7	140.6	141.1	141.4	141.4	141.5	141.5	141.5	141.5	141.5
Metal products, machinery and equipment	143.9	144.0	144.0	144.0	144.3	145.5	145.6	145.7	145.8	145.8	145.9	145.9	145.9
Basic metal products	139.8	140.0	140.0	140.0	140.1	140.5	140.5	140.6	140.6	140.6	140.6	140.7	140.7
Fabricated metal products; Other machinery and equipment	146.0	146.0	146.0	146.0	146.4	148.3	148.6	148.6	148.7	148.7	148.8	148.8	148.8
Transport equipment	143.5	143.6	143.6	143.6	144.0	144.7	144.8	144.8	145.2	145.2	145.2	145.3	145.3
Other manufacturing(a)	148.1	148.2	148.2	148.9	149.0	149.6	150.3	150.3	150.5	150.5	150.6	150.6	150.6
Construction	139.7	139.9	140.1	140.7	141.0	141.3	141.7	141.7	141.8	141.9	141.9	141.9	141.9
Wholesale and retail trade	148.2	148.2	148.2	148.3	149.6	150.1	150.5	150.5	150.6	150.6	150.6	150.6	150.6
Wholesale trade	145.3	145.4	145.4	145.6	146.4	147.1	147.5	147.5	147.6	147.6	147.6	147.6	147.6
Retail trade	150.3	150.3	150.4	150.4	151.9	152.4	152.7	152.8	152.8	152.8	152.8	152.8	152.8
Transport and storage	138.6	138.7	138.7	138.7	138.9	139.2	139.3	139.3	139.3	139.3	139.3	139.4	139.4
Finance, property and business services	140.0	140.1	140.1	140.1	140.7	141.3	142.2	142.2	142.2	142.3	142.3	142.3	142.3
Community services	143.2	143.4	143.5	143.5	143.7	143.8	144.2	144.6	144.7	144.7	144.7	144.9	144.9
All industries(b)	142.7	142.9	143.0	143.1	143.6	144.0	144.3	144.5	144.6	144.6	144.6	144.7	144.7

(a) Includes wood, wood products and furniture; non-metallic mineral products; and miscellaneous manufacturing, but does not include all other manufacturing groups.

(b) Excludes employees in the defence forces; agriculture; services to agriculture; and employees in private households employing staff.

Note: Statistics covering a more detailed industry classification may be available on request. See paragraph 32 of the Explanatory Notes.

TABLE 3. WEEKLY AWARD RATES OF PAY INDEXES  
FULL-TIME ADULT EMPLOYEES : OCCUPATION, AUSTRALIA  
BASE : JUNE 1985 = 100.0

Occupation	1994					1995							
	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
MALES													
Managers and administrators	138.2	138.5	138.5	138.6	139.1	139.3	140.0	140.0	140.1	140.1	140.1	140.2	140.2
Para-professionals	139.7	139.9	139.9	140.0	140.2	140.4	140.5	140.7	140.7	140.9	140.9	140.9	140.9
Engineering etc	137.2	137.5	137.5	137.6	138.0	138.2	138.4	138.5	138.5	138.7	138.7	138.7	138.7
Police	147.3	147.3	147.4	147.4	147.4	147.4	147.4	147.6	147.8	148.0	148.0	148.0	148.0
Other para-professionals	138.1	138.3	138.3	138.4	138.6	138.8	139.0	139.1	139.2	139.2	139.2	139.3	139.3
Tradespersons	142.8	142.9	143.0	143.2	143.6	144.2	144.3	144.4	144.5	144.6	144.7	144.7	144.7
Metal	143.4	143.5	143.5	143.5	143.7	144.9	145.0	145.1	145.2	145.2	145.2	145.3	145.3
Electrical and electronic	137.9	138.0	138.0	138.0	138.2	138.5	138.6	138.6	138.7	138.9	138.9	138.9	138.9
Building	140.7	140.9	141.0	141.9	142.2	142.4	142.7	142.7	142.7	142.8	142.9	142.9	142.9
Vehicle	150.6	150.7	150.7	150.8	152.2	152.7	152.7	152.7	152.8	152.9	152.9	152.9	152.9
Other	144.8	145.0	145.0	145.2	145.7	145.9	146.3	146.4	146.6	146.9	147.0	147.0	147.0
Clerks	139.2	139.7	139.7	139.8	140.6	140.8	141.3	141.3	141.4	141.4	141.4	141.4	141.4
Salespersons and personal service workers	145.1	145.2	145.2	145.2	146.1	146.5	146.8	147.1	147.1	147.1	147.2	147.2	147.3
Labourers and related workers	142.7	142.8	142.9	143.1	143.4	143.9	144.1	144.3	144.4	144.4	144.4	144.5	144.5
Trades assistants and factory hands	144.2	144.3	144.3	144.5	144.8	145.4	145.8	145.9	146.1	146.1	146.2	146.2	146.2
Construction and mining labourers	140.1	140.1	140.2	140.4	140.5	140.9	141.0	141.2	141.3	141.3	141.4	141.4	141.4
Other labourers	142.6	142.8	142.8	142.9	143.4	143.8	144.0	144.2	144.2	144.2	144.3	144.3	144.3
All occupation groups	141.8	141.9	142.0	142.1	142.5	142.9	143.2	143.4	143.4	143.5	143.5	143.6	143.6
FEMALES													
Managers and administrators	144.6	144.7	145.0	145.1	145.6	146.0	146.5	146.7	146.8	146.8	146.8	146.9	147.0
Para-professionals	151.6	151.8	151.9	151.9	152.1	152.2	152.4	153.4	153.7	153.7	153.7	153.7	153.8
Registered nurses	157.4	157.7	157.7	157.7	157.8	157.8	158.1	159.5	159.9	159.9	159.9	159.9	160.0
Other para-professionals	141.4	141.6	141.6	141.7	142.0	142.2	142.5	142.7	142.7	142.7	142.7	142.8	142.8
Tradespersons	146.8	146.8	147.5	147.8	148.2	148.8	149.0	149.4	149.5	149.5	149.5	149.5	149.6
Clerks	142.1	142.5	142.5	142.5	143.5	143.9	144.5	144.6	144.6	144.6	144.6	144.6	144.6
Stenographers	141.6	142.0	142.0	142.0	142.8	143.4	144.1	144.1	144.1	144.1	144.1	144.1	144.1
Receptionists	143.4	143.8	143.8	143.8	144.6	145.3	145.9	146.0	146.0	146.0	146.0	146.1	146.1
Salespersons and personal service workers	148.5	148.6	148.6	148.7	149.5	150.0	150.3	151.0	151.1	151.1	151.2	151.2	151.3
Labourers and related workers	143.1	143.2	143.2	143.4	143.7	144.4	144.8	145.0	145.1	145.1	145.2	145.2	145.3
Trades assistants and factory hands	146.6	146.6	146.6	147.0	147.3	148.6	148.8	148.9	149.0	149.0	149.0	149.0	149.1
Cleaners	134.3	134.4	134.4	134.5	134.7	135.0	135.2	135.5	135.6	135.6	135.6	135.6	135.6
Other labourers	143.4	143.5	143.6	143.8	144.1	144.5	144.9	145.3	145.4	145.4	145.5	145.5	145.7
All occupation groups	144.9	145.1	145.1	145.3	145.9	146.3	146.8	147.0	147.1	147.1	147.1	147.2	147.2
PERSONS													
Managers and administrators	139.5	139.8	139.8	139.9	140.4	140.7	141.3	141.4	141.4	141.5	141.5	141.6	141.6
Para-professionals	143.3	143.5	143.5	143.6	143.8	144.0	144.1	144.6	144.7	144.8	144.8	144.8	144.8
Engineering etc	137.1	137.4	137.4	137.5	137.9	138.1	138.3	138.4	138.4	138.6	138.6	138.6	138.6
Registered nurses	156.7	156.9	156.9	156.9	157.1	157.1	157.3	158.7	159.0	159.1	159.1	159.1	159.2
Police	147.4	147.4	147.5	147.5	147.5	147.5	147.5	147.7	147.8	148.1	148.1	148.1	148.1
Other para-professionals	137.4	137.7	137.7	137.8	138.1	138.2	138.4	138.5	138.6	138.6	138.6	138.7	138.7
Tradespersons	143.2	143.2	143.3	143.5	143.9	144.5	144.7	144.8	144.9	145.0	145.0	145.1	145.1
Metal	143.4	143.5	143.5	143.6	143.8	145.0	145.0	145.2	145.3	145.3	145.3	145.4	145.4
Electrical and electronic	138.0	138.0	138.0	138.1	138.2	138.6	138.6	138.7	138.7	138.9	138.9	138.9	138.9
Building	140.8	140.9	141.1	142.0	142.2	142.5	142.8	142.8	142.8	142.9	143.0	143.0	143.0
Vehicle	150.6	150.6	150.6	150.7	152.1	152.6	152.6	152.7	152.8	152.8	152.8	152.8	152.8
Clerks	140.9	141.4	141.4	141.4	142.3	142.6	143.2	143.2	143.3	143.3	143.3	143.3	143.3
Stenographers	141.2	141.6	141.6	141.6	142.4	142.9	143.6	143.6	143.7	143.7	143.7	143.7	143.7
Receptionists	142.1	142.5	142.5	142.6	143.4	143.9	144.5	144.6	144.6	144.6	144.6	144.6	144.6
Salespersons and personal service workers	146.8	146.9	146.9	146.9	147.8	148.3	148.6	149.0	149.1	149.1	149.1	149.2	149.2
Labourers and related workers	142.8	142.9	142.9	143.1	143.5	144.0	144.3	144.4	144.5	144.6	144.6	144.6	144.7
Trades assistants and factory hands	144.8	144.8	144.8	145.1	145.3	146.2	146.5	146.6	146.7	146.8	146.8	146.8	146.9
Construction and mining labourers	140.2	140.3	140.3	140.6	140.7	141.0	141.2	141.4	141.5	141.5	141.5	141.6	141.6
Cleaners	140.2	140.3	140.4	140.5	140.8	141.2	141.4	141.6	141.6	141.6	141.7	141.7	141.7
Other labourers	142.7	142.9	143.0	143.1	143.5	144.0	144.2	144.4	144.5	144.5	144.6	144.6	144.7
All occupation groups	142.7	142.9	143.0	143.1	143.6	144.0	144.3	144.5	144.6	144.6	144.6	144.7	144.7

**TABLE 4. WEEKLY AWARD RATES OF PAY INDEXES**  
**FULL-TIME ADULT EMPLOYEES : STATES, TERRITORIES AND AUSTRALIA**  
**BASE : JUNE 1985 = 100.0**

<i>Month</i>	<i>NSW</i>	<i>Vic.</i>	<i>Qld</i>	<i>SA</i>	<i>WA</i>	<i>Tas.</i>	<i>NT</i>	<i>ACT</i>	<i>Aust.</i>
<b>MALES</b>									
<i>1994 —</i>									
December	139.7	143.7	142.3	144.4	140.5	141.6	142.8	141.3	141.8
<i>1995 —</i>									
January	139.8	143.8	142.4	144.6	140.7	142.5	142.9	142.8	141.9
February	139.8	143.9	142.4	144.6	140.9	142.5	142.9	142.8	142.0
March	139.9	144.1	142.5	144.7	141.0	143.0	142.9	142.9	142.1
April	140.3	144.5	142.6	145.0	141.5	143.4	143.5	144.6	142.5
May	140.6	145.0	143.4	145.5	141.7	143.5	144.1	144.6	142.9
June	140.8	145.3	143.9	145.8	141.9	143.6	144.2	145.7	143.2
July	141.0	145.4	143.9	145.9	142.1	144.0	144.2	145.7	143.4
August	141.0	145.4	144.0	146.2	142.3	144.0	144.4	145.7	143.4
September	141.1	145.4	144.1	146.5	142.4	144.0	144.4	145.7	143.5
October	141.1	145.4	144.1	146.5	142.4	144.0	144.5	145.7	143.5
November	141.1	145.5	144.1	146.5	142.4	144.4	144.5	145.7	143.6
December	141.1	145.6	144.1	146.5	142.5	144.4	144.5	145.7	143.6
Annual change (%)	1.0	1.3	1.3	1.5	1.4	2.0	1.2	3.1	1.3
<b>FEMALES</b>									
<i>1994 —</i>									
December	143.6	146.6	145.2	146.0	143.5	143.1	146.3	142.1	144.9
<i>1995 —</i>									
January	143.8	146.8	145.3	146.2	143.9	143.4	146.4	143.4	145.1
February	143.8	146.8	145.3	146.2	144.3	143.5	146.4	143.6	145.1
March	143.9	147.0	145.4	146.3	144.6	143.6	146.7	143.6	145.3
April	144.8	147.4	145.6	146.6	145.0	144.2	147.4	145.2	145.9
May	145.0	147.8	146.9	147.5	145.1	144.2	147.5	145.2	146.3
June	145.2	148.5	147.4	148.1	145.8	144.4	147.8	145.4	146.8
July	145.8	148.6	147.4	148.2	146.1	145.2	147.8	145.4	147.0
August	145.8	148.7	147.5	148.2	146.2	145.2	147.9	145.4	147.1
September	145.8	148.7	147.5	148.3	146.3	145.2	147.9	145.4	147.1
October	145.8	148.7	147.5	148.3	146.3	145.2	148.0	145.4	147.1
November	145.8	148.9	147.5	148.3	146.3	145.2	148.0	145.4	147.2
December	145.9	148.9	147.6	148.3	146.3	145.3	148.0	145.4	147.2
Annual change (%)	1.6	1.6	1.7	1.5	1.9	1.5	1.1	2.3	1.6
<b>PERSONS</b>									
<i>1994 —</i>									
December	140.9	144.6	143.1	144.9	141.4	142.0	144.2	141.6	142.7
<i>1995 —</i>									
January	141.0	144.8	143.3	145.0	141.7	142.7	144.3	143.0	142.9
February	141.1	144.8	143.3	145.0	141.9	142.8	144.3	143.1	143.0
March	141.1	145.0	143.4	145.1	142.1	143.1	144.4	143.1	143.1
April	141.7	145.5	143.5	145.5	142.5	143.6	145.1	144.8	143.6
May	142.0	145.9	144.5	146.0	142.7	143.7	145.5	144.8	144.0
June	142.2	146.4	144.9	146.4	143.1	143.8	145.6	145.6	144.3
July	142.5	146.4	145.0	146.6	143.3	144.3	145.6	145.6	144.5
August	142.5	146.4	145.1	146.8	143.4	144.3	145.8	145.6	144.6
September	142.6	146.5	145.1	147.0	143.5	144.3	145.8	145.6	144.6
October	142.6	146.5	145.1	147.0	143.5	144.3	145.9	145.6	144.6
November	142.6	146.6	145.1	147.0	143.6	144.6	145.9	145.6	144.7
December	142.6	146.7	145.2	147.0	143.6	144.6	145.9	145.6	144.7
Annual change (%)	1.2	1.4	1.4	1.5	1.6	1.8	1.2	2.8	1.4

**TABLE 5. WEEKLY AWARD RATES OF PAY INDEXES**  
**FULL-TIME ADULT EMPLOYEES : INDUSTRY, STATES, TERRITORIES AND AUSTRALIA**  
**ANNUAL PERCENTAGE CHANGE DECEMBER 1994 TO DECEMBER 1995**  
**BASE : JUNE 1985 = 100.0**

Industry	Annual change (%)								
	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Aust.
<b>MALES</b>									
Mining	1.3	0.6	0.9	1.3	0.6	0.0	2.3	..	1.0
Manufacturing	1.2	1.4	1.7	1.9	1.4	1.3	1.3	3.1	1.4
Electricity, gas and water	0.0	0.6	1.0	3.5	1.3	2.1	0.2	4.0	0.9
Construction	1.4	1.0	1.8	1.2	2.2	0.9	1.4	3.5	1.5
Wholesale and retail trade	1.7	1.3	1.6	1.5	1.8	2.1	1.9	1.3	1.6
Transport and storage	0.2	0.7	0.3	0.7	0.6	3.2	0.4	3.4	0.5
Communication	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Finance, property and business services	1.4	2.0	1.8	1.0	1.9	0.3	1.5	2.5	1.6
Public administration and defence(a)	1.1	2.5	1.2	1.4	1.5	2.6	0.7	5.4	1.9
Community services	0.5	1.4	1.1	1.0	1.6	3.9	0.0	1.0	1.1
Recreation, personal and other services	2.8	1.3	4.3	1.6	1.4	1.6	6.1	3.0	2.3
All industries(b)	1.0	1.3	1.3	1.5	1.4	2.0	1.2	3.1	1.3
<b>FEMALES</b>									
Manufacturing	1.7	1.8	1.9	1.9	1.9	4.0	11.4	3.3	1.8
Wholesale and retail trade	2.0	1.3	2.0	1.6	2.1	2.2	2.5	3.1	1.8
Transport and storage	0.7	1.3	0.6	2.4	1.7	1.0	1.0	1.7	1.0
Communication	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Finance, property and business services	1.6	2.0	1.8	1.7	1.5	0.7	1.7	0.9	1.7
Public administration and defence(a)	2.0	2.9	2.4	2.1	2.9	2.6	1.3	4.1	2.7
Community services	1.4	1.3	0.9	1.2	1.6	0.9	0.0	0.7	1.2
Recreation, personal and other services	2.9	1.6	4.7	1.3	4.4	3.1	3.4	2.3	3.1
All industries(b)	1.6	1.6	1.7	1.5	1.9	1.5	1.1	2.3	1.6

(a) Excludes employees in the defence forces. (b) Excludes employees in the defence forces, agriculture, services to agriculture, and employees in private households employing staff.

Note: Statistics covering a more detailed industry classification may be available on request. See paragraph 32 of the Explanatory Notes.

**TABLE 6. WEEKLY AWARD RATES OF PAY INDEXES**  
**FULL-TIME ADULT EMPLOYEES : OCCUPATION, STATES, TERRITORIES AND AUSTRALIA**  
**ANNUAL PERCENTAGE CHANGE DECEMBER 1994 TO DECEMBER 1995**  
**BASE : JUNE 1985 = 100.0**

Occupation	Annual change (%)								
	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Aust.
<b>MALES</b>									
Managers and administrators	0.9	1.5	1.0	1.8	1.3	2.3	0.2	5.0	1.5
Professionals	0.9	2.1	0.6	1.2	1.0	0.4	0.6	2.5	1.3
Para-professionals	0.6	0.7	0.7	1.3	1.5	1.3	0.2	2.0	0.9
Tradespersons	1.1	1.1	1.5	1.8	1.2	1.6	1.9	2.6	1.3
Clerks	1.3	1.5	1.2	1.4	1.9	1.3	0.9	4.5	1.6
Salespersons and personal service workers	1.8	0.8	1.5	1.3	2.6	1.9	2.2	2.1	1.5
Plant and machine operators, and drivers	0.8	1.3	1.4	1.3	1.2	4.2	1.2	3.0	1.3
Labourers and related workers	0.9	1.4	1.5	1.5	1.4	1.4	1.0	1.7	1.2
All occupation groups	1.0	1.3	1.3	1.5	1.4	2.0	1.2	3.1	1.3
<b>FEMALES</b>									
Managers and administrators	1.5	1.4	1.7	1.3	1.6	1.0	1.1	8.6	1.7
Professionals	0.4	2.5	0.4	1.6	0.8	0.1	0.0	0.7	1.2
Para-professionals	2.2	1.0	1.0	1.0	1.5	1.4	0.0	0.5	1.4
Tradespersons	1.3	0.9	3.6	1.7	5.3	3.7	0.6	1.8	1.9
Clerks	1.7	1.7	1.6	1.6	1.9	1.6	1.7	3.1	1.7
Salespersons and personal service workers	2.2	1.0	2.2	1.3	2.3	1.8	1.8	1.8	1.8
Plant and machine operators, and drivers	1.8	1.5	2.0	2.1	1.6	3.2	3.6	2.4	1.7
Labourers and related workers	1.3	1.5	1.6	1.4	2.3	2.3	2.2	2.0	1.5
All occupation groups	1.6	1.6	1.7	1.5	1.9	1.5	1.1	2.3	1.6

Note: Statistics covering a more detailed occupation classification may be available on request. See paragraph 32 of the Explanatory Notes.



**TABLE 7. WEEKLY AWARD RATES OF PAY INDEXES**  
**FULL-TIME ADULT EMPLOYEES : INDUSTRY, STATES, TERRITORIES AND AUSTRALIA**  
**BASE : JUNE 1985 = 100.0**

Industry	NSW				Vic.				Qld			
	1994		1995		1994		1995		1994		1995	
	Dec.	Oct.	Nov.	Dec.	Dec.	Oct.	Nov.	Dec.	Dec.	Oct.	Nov.	Dec.
<b>MALES</b>												
Mining	150.0	152.0	152.0	152.0	136.8	137.6	137.6	137.6	145.9	147.1	147.1	147.1
Manufacturing	141.1	142.8	142.8	142.9	146.4	148.4	148.4	148.5	142.9	145.3	145.3	145.3
Food, beverages and tobacco	141.6	142.4	142.4	142.5	141.0	143.1	143.1	143.5	141.4	143.3	143.3	143.3
Textiles; Clothing and footwear	161.9	165.1	165.1	165.1	152.7	156.0	156.0	156.0	156.7	159.4	159.4	159.4
Chemicals, petroleum, coal	134.8	136.6	136.6	136.7	143.2	144.9	144.9	144.9	138.4	139.6	139.6	139.6
Metal products, machinery and equipment	139.5	140.9	140.9	140.9	146.4	148.1	148.2	148.2	146.1	149.0	149.0	149.0
Basic metal products	133.8	134.0	134.0	134.0	150.1	151.1	151.1	151.1	136.6	136.7	136.7	136.7
Fabricated metal products; Other machinery and equipment	142.6	144.8	144.8	144.8	149.0	151.6	151.6	151.6	148.3	152.6	152.6	152.6
Transport equipment	140.2	141.6	141.6	141.6	143.4	144.6	144.8	144.8	146.9	148.3	148.3	148.3
Other manufacturing(a)	145.7	148.3	148.3	148.3	152.9	155.1	155.1	155.1	138.3	141.2	141.2	141.2
Construction	136.6	138.5	138.5	138.5	141.1	142.6	142.6	142.6	140.0	142.5	142.5	142.5
Wholesale and retail trade	148.4	150.9	150.9	150.9	151.0	153.0	153.0	153.0	145.6	147.9	147.9	147.9
Wholesale trade	143.9	146.0	146.0	146.0	148.7	150.8	150.8	150.8	143.3	145.0	145.0	145.0
Retail trade	153.3	156.2	156.2	156.2	153.2	155.2	155.2	155.2	147.2	150.0	150.0	150.0
Transport and storage	134.6	134.8	134.8	134.8	139.4	140.3	140.3	140.3	143.9	144.3	144.3	144.3
Finance, property and business services	139.2	141.2	141.2	141.2	141.0	143.8	143.8	143.8	141.9	144.5	144.5	144.5
Community services	139.0	139.7	139.7	139.8	141.5	142.8	143.5	143.5	140.6	142.2	142.2	142.2
All industries(b)	139.7	141.1	141.1	141.1	143.7	145.4	145.5	145.6	142.3	144.1	144.1	144.1
<b>FEMALES</b>												
Manufacturing	145.2	147.7	147.7	147.7	151.0	153.6	153.6	153.6	148.4	151.1	151.1	151.1
Food, beverages and tobacco	139.7	140.6	140.6	140.8	143.9	146.3	146.3	146.7	145.7	148.1	148.1	148.1
Textiles; Clothing and footwear	161.7	165.5	165.5	165.5	154.8	157.8	157.8	157.8	160.4	163.8	163.8	163.8
Metal products, machinery and equipment	141.9	144.5	144.5	144.5	148.5	151.3	151.3	151.3	144.9	147.4	147.4	147.4
Other manufacturing(a)	145.5	148.6	148.6	148.6	154.9	156.9	156.9	156.9	143.5	146.4	146.4	146.4
Wholesale and retail trade	145.3	148.2	148.2	148.2	148.5	150.4	150.4	150.4	148.5	151.5	151.5	151.5
Wholesale trade	142.1	145.0	145.0	145.0	146.3	148.8	148.8	148.8	146.2	149.3	149.3	149.3
Retail trade	148.0	151.0	151.0	151.0	149.5	151.2	151.2	151.2	149.3	152.2	152.2	152.2
Transport and storage	136.4	137.3	137.4	137.4	142.0	143.5	143.8	143.8	140.6	141.5	141.5	141.5
Finance, property and business services	136.5	138.7	138.7	138.7	143.0	145.9	145.9	145.9	144.5	147.2	147.2	147.2
Community services	147.1	149.0	149.0	149.1	146.7	147.9	148.6	148.6	143.6	144.9	144.9	144.9
All industries(b)	143.6	145.8	145.8	145.9	146.6	148.7	148.9	148.9	145.2	147.5	147.5	147.6
<b>PERSONS</b>												
Mining	149.6	151.6	151.6	151.6	137.1	137.9	137.9	137.9	145.7	146.9	146.9	146.9
Manufacturing	142.0	143.8	143.8	143.9	147.6	149.8	149.8	149.8	143.7	146.2	146.2	146.2
Food, beverages and tobacco	141.1	142.0	142.0	142.1	141.6	143.7	143.7	144.1	142.1	144.1	144.1	144.1
Textiles; Clothing and footwear	161.8	165.3	165.3	165.3	154.1	157.2	157.2	157.2	159.2	162.4	162.4	162.4
Chemicals, petroleum, coal	136.5	138.6	138.6	138.6	143.3	145.2	145.2	145.2	139.4	140.7	140.7	140.7
Metal products, machinery and equipment	139.8	141.4	141.4	141.4	146.8	148.7	148.8	148.8	146.0	148.9	148.9	148.9
Basic metal products	133.5	133.8	133.8	133.8	149.9	151.0	151.0	151.0	137.1	137.4	137.4	137.4
Fabricated metal products; Other machinery and equipment	142.7	145.1	145.1	145.1	148.9	151.6	151.6	151.6	148.0	152.2	152.2	152.2
Transport equipment	140.3	141.8	141.8	141.8	144.4	145.8	145.9	145.9	146.9	148.3	148.3	148.3
Other manufacturing(a)	145.7	148.4	148.4	148.4	153.3	155.4	155.4	155.4	138.9	141.8	141.8	141.8
Construction	136.8	138.7	138.7	138.7	141.0	142.4	142.4	142.4	140.3	142.8	142.8	142.8
Wholesale and retail trade	147.3	149.9	149.9	149.9	150.2	152.2	152.2	152.2	146.5	149.1	149.1	149.1
Wholesale trade	143.3	145.7	145.7	145.7	148.1	150.3	150.3	150.3	144.0	146.0	146.0	146.0
Retail trade	151.2	154.2	154.2	154.2	151.8	153.7	153.7	153.7	148.0	150.8	150.8	150.8
Transport and storage	134.8	135.2	135.2	135.2	139.7	140.7	140.8	140.8	143.6	144.1	144.1	144.1
Finance, property and business services	137.9	140.0	140.0	140.0	142.1	144.9	144.9	144.9	143.2	145.8	145.8	145.8
Community services	143.4	144.8	144.8	144.8	144.2	145.5	146.2	146.2	142.2	143.6	143.6	143.6
All Industries(b)	140.9	142.6	142.6	142.6	144.6	146.5	146.6	146.7	143.1	145.1	145.1	145.2

For footnotes see end of table.



**TABLE 7. WEEKLY AWARD RATES OF PAY INDEXES**  
**FULL-TIME ADULT EMPLOYEES : INDUSTRY, STATES, TERRITORIES AND AUSTRALIA—continued**  
**BASE : JUNE 1985 = 100.0**

Industry	SA				WA				Tas.			
	1994		1995		1994		1995		1994		1995	
	Dec.	Oct.	Nov.	Dec.	Dec.	Oct.	Nov.	Dec.	Dec.	Oct.	Nov.	Dec.
MALES												
Mining	138.8	140.5	140.5	140.5	135.5	136.2	136.4	136.4	137.7	137.7	137.7	137.7
Manufacturing	147.5	150.4	150.4	150.4	143.0	144.7	145.0	145.0	147.3	149.1	149.1	149.2
Food, beverages and tobacco	149.3	151.9	151.9	151.9	139.5	141.5	141.5	141.5	141.4	144.4	144.4	144.7
Textiles; Clothing and footwear	155.9	159.2	159.6	159.6	163.9	166.9	166.9	166.9	151.8	155.0	155.0	155.0
Chemicals, petroleum, coal	160.1	163.3	163.3	163.3	136.4	136.5	136.5	136.5	139.6	139.7	139.7	139.7
Metal products, machinery and equipment	145.8	148.8	148.8	148.8	145.6	147.1	147.9	147.9	143.5	144.0	144.0	144.0
Basic metal products	146.6	149.3	149.3	149.3	145.7	146.1	148.1	148.1	143.3	143.4	143.4	143.4
Fabricated metal products; Other machinery and equipment	148.6	151.4	151.4	151.4	148.4	151.3	151.3	151.4	137.2	138.6	138.6	138.6
Transport equipment	143.6	146.9	146.9	146.9	138.7	139.5	139.5	139.6	150.8	153.7	153.7	153.7
Other manufacturing(a)	150.3	152.7	152.7	152.7	143.1	145.1	145.1	145.2	159.8	163.0	163.0	163.0
Construction	144.5	146.3	146.3	146.3	141.4	144.5	144.5	144.5	142.7	144.0	144.0	144.0
Wholesale and retail trade	152.5	154.5	154.7	154.7	145.1	147.4	147.4	147.8	140.0	142.9	142.9	142.9
Wholesale trade	147.8	150.1	150.4	150.4	144.2	146.8	146.8	147.4	139.7	142.4	142.4	142.4
Retail trade	157.6	159.4	159.4	159.4	145.6	147.7	147.7	148.0	140.2	143.2	143.2	143.2
Transport and storage	142.2	143.1	143.1	143.1	139.9	140.8	140.8	140.8	139.0	139.8	143.4	143.4
Finance, property and business services	139.8	141.1	141.1	141.1	136.7	139.3	139.3	139.3	137.0	137.4	137.4	137.4
Community services	142.4	143.8	143.8	143.8	140.0	142.2	142.2	142.2	139.7	145.2	145.2	145.2
All industries(b)	144.4	146.5	146.5	146.5	140.5	142.4	142.4	142.5	141.6	144.0	144.4	144.4
FEMALES												
Manufacturing	147.4	150.2	150.2	150.3	146.6	149.3	149.3	149.3	146.9	151.4	151.4	152.9
Food, beverages and tobacco	141.3	143.7	143.7	143.9	140.6	143.3	143.3	143.4	141.6	146.9	146.9	149.5
Textiles; Clothing and footwear	161.4	164.9	164.9	164.9	162.1	165.5	165.5	165.5	158.8	163.4	163.4	163.4
Metal products, machinery and equipment	149.6	152.8	152.8	152.8	146.9	149.9	149.9	149.9	147.9	151.1	151.1	151.1
Other manufacturing(a)	149.7	152.7	152.7	152.7	145.9	148.7	148.7	148.9	..	..	..	..
Wholesale and retail trade	149.3	151.7	151.7	151.7	148.9	151.9	151.9	152.0	139.3	142.5	142.5	142.5
Wholesale trade	149.7	152.6	152.6	152.6	144.5	147.6	147.6	148.0	140.6	143.8	143.8	143.8
Retail trade	149.1	151.4	151.4	151.4	150.1	153.1	153.1	153.1	139.1	142.2	142.2	142.2
Transport and storage	142.7	146.0	146.1	146.1	142.7	145.0	145.1	145.1	139.6	140.9	140.9	140.9
Finance, property and business services	145.5	147.9	147.9	147.9	138.1	140.1	140.1	140.1	139.2	140.1	140.1	140.1
Community services	145.2	147.0	147.0	147.0	142.3	144.6	144.6	144.6	142.7	143.9	143.9	143.9
All industries(b)	146.0	148.3	148.3	148.3	143.5	146.3	146.3	146.3	143.1	145.2	145.2	145.3
PERSONS												
Mining	140.2	141.8	141.8	141.8	135.5	136.1	136.3	136.3	137.7	137.7	137.7	137.7
Manufacturing	147.5	150.3	150.3	150.4	143.6	145.4	145.6	145.7	147.3	149.4	149.4	149.6
Food, beverages and tobacco	145.6	148.1	148.1	148.2	139.7	141.9	141.9	141.9	141.4	145.0	145.0	145.8
Textiles; Clothing and footwear	159.8	163.3	163.4	163.4	162.2	165.5	165.5	165.5	154.5	158.2	158.2	158.2
Chemicals, petroleum, coal	154.7	157.5	157.5	157.5	136.5	136.7	136.7	136.8	139.6	139.7	139.7	139.7
Metal products, machinery and equipment	146.4	149.4	149.4	149.4	145.7	147.4	148.1	148.1	143.6	144.1	144.1	144.1
Basic metal products	147.0	149.7	149.7	149.7	145.7	146.2	148.1	148.1	143.3	143.4	143.4	143.4
Fabricated metal products; Other machinery and equipment	148.8	151.6	151.6	151.6	148.4	151.3	151.3	151.4	137.2	138.6	138.6	138.6
Transport equipment	144.6	147.8	147.8	147.8	139.0	139.8	139.8	139.9	150.3	153.3	153.3	153.3
Other manufacturing(a)	150.2	152.7	152.7	152.7	143.3	145.4	145.4	145.4	159.8	163.0	163.0	163.0
Construction	144.5	146.3	146.3	146.3	141.5	144.6	144.6	144.6	142.6	143.9	143.9	143.9
Wholesale and retail trade	151.4	153.6	153.7	153.7	146.2	148.8	148.8	149.0	139.7	142.7	142.7	142.7
Wholesale trade	148.2	150.6	150.8	150.8	144.2	147.0	147.0	147.5	139.9	142.7	142.7	142.7
Retail trade	153.8	155.9	155.9	155.9	147.1	149.6	149.6	149.7	139.7	142.7	142.7	142.7
Transport and storage	142.3	143.4	143.4	143.4	140.2	141.3	141.3	141.3	139.0	139.9	143.1	143.1
Finance, property and business services	142.6	144.5	144.5	144.5	137.5	139.8	139.8	139.8	137.5	138.1	138.1	138.1
Community services	143.8	145.4	145.4	145.4	141.2	143.5	143.5	143.5	141.2	144.6	144.6	144.6
All Industries(b)	144.9	147.0	147.0	147.0	141.4	143.5	143.6	143.6	142.0	144.3	144.6	144.6

For footnotes see end of table.

**TABLE 7. WEEKLY AWARD RATES OF PAY INDEXES**  
**FULL-TIME ADULT EMPLOYEES : INDUSTRY, STATES, TERRITORIES AND AUSTRALIA—continued**  
**BASE : JUNE 1985 = 100.0**

Industry	NT				ACT				Aust.			
	1994		1995		1994		1995		1994		1995	
	Dec.	Oct.	Nov.	Dec.	Dec.	Oct.	Nov.	Dec.	Dec.	Oct.	Nov.	Dec.
<b>MALES</b>												
Mining	141.5	144.7	144.7	144.7	..	..	..	..	144.0	145.4	145.5	145.5
Manufacturing	145.8	147.7	147.7	147.7	140.6	145.0	145.0	145.0	144.0	146.0	146.1	146.1
Food, beverages and tobacco	153.3	156.3	156.3	156.3	148.8	148.8	148.8	148.8	141.6	143.3	143.3	143.5
Textiles; Clothing and footwear	..	..	..	..	..	..	..	..	155.0	158.2	158.2	158.2
Chemicals, petroleum, coal	..	..	..	..	..	..	..	..	138.5	140.2	140.2	140.2
Metal products, machinery and equipment	142.4	143.8	143.8	143.8	140.8	144.9	144.9	144.9	143.5	145.4	145.5	145.5
Basic metal products	138.1	138.5	138.5	138.5	151.7	153.6	153.6	153.6	139.9	140.5	140.7	140.7
Fabricated metal products;												
Other machinery and equipment	147.2	149.9	149.9	149.9	140.2	144.4	144.4	144.4	146.0	148.8	148.8	148.8
Transport equipment	149.2	152.1	152.1	152.1	153.4	155.3	155.3	155.3	142.8	144.4	144.5	144.5
Other manufacturing(a)	144.8	147.4	147.4	147.4	135.3	135.3	135.3	135.3	147.8	150.2	150.2	150.2
Construction	142.9	144.9	144.9	144.9	139.4	144.3	144.3	144.3	139.6	141.8	141.8	141.8
Wholesale and retail trade	149.2	152.0	152.0	152.0	149.0	150.9	150.9	150.9	148.6	150.9	150.9	151.0
Wholesale trade	147.8	150.1	150.1	150.1	144.8	146.6	146.6	146.6	145.6	147.7	147.7	147.8
Retail trade	149.7	152.7	152.7	152.7	150.5	152.5	152.5	152.5	151.4	153.8	153.8	153.8
Transport and storage	137.0	137.6	137.6	137.6	141.3	146.1	146.1	146.1	138.5	139.1	139.2	139.2
Finance, property and business services	137.5	139.6	139.6	139.6	137.2	140.6	140.6	140.6	139.8	142.0	142.0	142.0
Community services	146.2	146.2	146.2	146.2	142.3	143.8	143.8	143.8	140.6	141.9	142.1	142.1
All industries(b)	142.8	144.5	144.5	144.5	141.3	145.7	145.7	145.7	141.8	143.5	143.6	143.6
<b>FEMALES</b>												
Manufacturing	137.8	153.5	153.5	153.5	142.7	147.5	147.5	147.5	148.3	151.0	151.0	151.0
Food, beverages and tobacco	137.8	153.5	153.5	153.5	151.7	154.8	154.8	154.8	141.9	143.9	143.9	144.2
Textiles; Clothing and footwear	..	..	..	..	158.9	162.3	162.3	162.3	156.9	160.1	160.1	160.1
Metal products, machinery and equipment	..	..	..	..	143.9	148.2	148.2	148.2	146.0	148.8	148.8	148.8
Other manufacturing(a)	..	..	..	..	149.6	153.0	153.0	153.0	149.6	152.2	152.2	152.2
Wholesale and retail trade	150.2	153.9	153.9	153.9	146.5	151.0	151.0	151.0	147.2	149.9	149.9	149.9
Wholesale trade	150.8	154.8	154.8	154.8	147.9	150.6	150.6	150.6	144.4	147.2	147.2	147.2
Retail trade	149.9	153.5	153.5	153.5	146.3	151.0	151.0	151.0	148.7	151.3	151.3	151.3
Transport and storage	143.2	144.6	144.6	144.6	141.3	143.7	143.7	143.7	139.2	140.5	140.6	140.6
Finance, property and business services	142.7	145.1	145.1	145.1	136.7	137.9	137.9	137.9	140.2	142.7	142.7	142.7
Community services	149.3	149.4	149.4	149.4	141.5	142.5	142.5	142.5	145.6	147.2	147.3	147.4
All industries(b)	146.3	148.0	148.0	148.0	142.1	145.4	145.4	145.4	144.9	147.1	147.2	147.2
<b>PERSONS</b>												
Mining	141.7	144.9	144.9	144.9	..	..	..	..	143.9	145.3	145.3	145.3
Manufacturing	144.7	148.5	148.5	148.5	141.1	145.5	145.5	145.5	145.0	147.1	147.2	147.2
Food, beverages and tobacco	148.0	155.3	155.3	155.3	150.8	152.8	152.8	152.8	141.7	143.5	143.5	143.7
Textiles; Clothing and footwear	..	..	..	..	158.9	162.3	162.3	162.3	156.3	159.5	159.5	159.5
Chemicals, petroleum, coal	..	..	..	..	..	..	..	..	139.5	141.5	141.5	141.5
Metal products, machinery and equipment	142.4	143.8	143.8	143.8	141.4	145.5	145.5	145.5	143.9	145.9	145.9	145.9
Basic metal products	138.1	138.5	138.5	138.5	151.7	153.6	153.6	153.6	139.8	140.6	140.7	140.7
Fabricated metal products;												
Other machinery and equipment	147.2	149.9	149.9	149.9	140.9	145.1	145.1	145.1	146.0	148.8	148.8	148.8
Transport equipment	149.2	152.1	152.1	152.1	153.4	155.3	155.3	155.3	143.5	145.2	145.3	145.3
Other manufacturing(a)	144.8	147.4	147.4	147.4	137.2	137.7	137.7	137.7	148.1	150.6	150.6	150.6
Construction	142.9	145.0	145.0	145.0	139.4	144.2	144.2	144.2	139.7	141.9	141.9	141.9
Wholesale and retail trade	149.6	152.7	152.7	152.7	148.1	150.9	150.9	150.9	148.2	150.6	150.6	150.6
Wholesale trade	149.1	152.1	152.1	152.1	145.4	147.4	147.4	147.4	145.3	147.6	147.6	147.6
Retail trade	149.8	153.0	153.0	153.0	148.9	151.9	151.9	151.9	150.3	152.8	152.8	152.8
Transport and storage	138.2	138.9	138.9	138.9	141.3	145.8	145.8	145.8	138.6	139.3	139.4	139.4
Finance, property and business services	140.0	142.2	142.2	142.2	136.9	139.0	139.0	139.0	140.0	142.3	142.3	142.3
Community services	148.2	148.2	148.2	148.2	142.0	143.2	143.2	143.2	143.2	144.7	144.9	144.9
All industries(b)	144.2	145.9	145.9	145.9	141.6	145.6	145.6	145.6	142.7	144.6	144.7	144.7

(a) Includes wood, wood products and furniture; non-metallic mineral products; and miscellaneous manufacturing, but does not include all other manufacturing groups.

(b) Excludes employees in the defence forces; agriculture; services to agriculture; and employees in private households employing staff.

Note: Statistics covering a more detailed industry classification may be available on request. See paragraph 32 of the Explanatory Notes.

**TABLE 8 . WEEKLY AWARD RATES OF PAY INDEXES**  
**FULL-TIME ADULT EMPLOYEES : OCCUPATION, STATES, TERRITORIES AND AUSTRALIA**  
**BASE : JUNE 1985 = 100.0**

Occupation	NSW				Vic.				Qld			
	1994		1995		1994		1995		1994		1995	
	Dec.	Oct.	Nov.	Dec.	Dec.	Oct.	Nov.	Dec.	Dec.	Oct.	Nov.	Dec.
<b>MALES</b>												
Managers and administrators	136.2	137.4	137.4	137.4	141.0	142.8	143.1	143.1	136.7	138.0	138.0	138.0
Para-professionals	136.9	137.7	137.7	137.7	141.8	142.8	142.8	142.8	139.4	140.4	140.4	140.5
Engineering etc	137.9	139.0	139.0	139.0	137.7	139.0	139.0	139.0	135.5	136.7	136.7	136.7
Police	138.6	138.6	138.6	138.6	155.4	155.4	155.4	155.4	145.0	147.0	147.0	147.0
Other para-professionals	135.5	136.4	136.4	136.4	139.0	140.1	140.2	140.2	139.2	139.9	139.9	139.9
Tradespersons	140.9	142.5	142.5	142.5	145.1	146.7	146.7	146.7	142.9	145.1	145.1	145.1
Metal	140.0	141.5	141.5	141.5	146.0	147.9	148.0	148.0	145.4	147.5	147.5	147.6
Electrical and electronic	137.2	137.9	137.9	137.9	138.5	139.0	139.0	139.0	137.6	138.6	138.6	138.6
Building	136.3	138.5	138.5	138.5	144.5	146.3	146.3	146.3	141.6	144.2	144.2	144.2
Vehicle	150.8	153.0	153.0	153.0	153.1	155.2	155.2	155.2	148.6	151.1	151.1	151.1
Other	144.7	146.6	146.6	146.6	146.3	148.1	148.1	148.1	143.1	146.2	146.2	146.2
Clerks	138.0	139.8	139.8	139.8	139.6	141.7	141.7	141.7	140.1	141.8	141.8	141.8
Salespersons and personal service workers	143.3	145.8	145.8	145.9	147.0	148.1	148.2	148.2	144.1	146.2	146.2	146.3
Labourers and related workers	139.2	140.5	140.5	140.5	145.3	147.2	147.2	147.3	145.6	147.7	147.7	147.8
Trades assistants and factory hands	141.0	142.4	142.4	142.5	147.4	149.3	149.3	149.4	144.4	147.2	147.2	147.2
Construction and mining labourers	136.7	137.7	137.7	137.8	143.0	144.6	144.6	144.7	143.5	145.0	145.0	145.0
Other labourers	139.0	140.2	140.2	140.2	144.0	145.9	145.9	146.0	147.1	148.9	148.9	149.0
All occupation groups	139.7	141.1	141.1	141.1	143.7	145.4	145.5	145.6	142.3	144.1	144.1	144.1
<b>FEMALES</b>												
Managers and administrators	142.1	144.2	144.2	144.2	146.6	148.3	148.7	148.7	147.0	149.4	149.4	149.5
Para-professionals	153.1	156.2	156.2	156.4	156.3	157.8	157.9	157.9	147.1	148.7	148.7	148.7
Registered nurses	160.5	165.0	165.0	165.3	164.6	166.2	166.2	166.2	149.7	151.2	151.2	151.2
Other para-professionals	140.8	141.8	141.8	141.8	144.2	145.5	145.8	145.8	140.8	142.4	142.4	142.4
Tradespersons	142.7	144.5	144.5	144.5	147.4	148.7	148.7	148.7	148.5	153.7	153.7	153.7
Clerks	141.0	143.4	143.4	143.4	142.3	144.6	144.6	144.6	143.7	146.0	146.0	146.0
Stenographers	139.8	142.1	142.1	142.1	141.3	143.6	143.6	143.6	143.0	145.5	145.5	145.5
Receptionists	142.8	145.5	145.6	145.6	143.1	145.6	145.6	145.6	144.7	147.0	147.0	147.0
Salespersons and personal service workers	148.7	151.9	151.9	152.1	150.0	151.5	151.5	151.5	147.6	150.7	150.7	150.9
Labourers and related workers	138.9	140.5	140.5	140.7	146.8	148.8	148.9	148.9	145.9	148.2	148.2	148.3
Trades assistants and factory hands	143.0	144.9	144.9	145.0	149.7	152.3	152.3	152.4	146.6	148.9	148.9	148.9
Cleaners	125.3	126.1	126.1	126.1	141.9	142.9	142.9	143.0	145.8	147.6	147.6	147.7
Other labourers	142.8	144.6	144.7	144.9	143.5	145.0	145.1	145.2	145.6	147.9	147.9	148.1
All occupation groups	143.6	145.8	145.8	145.9	146.6	148.7	148.9	148.9	145.2	147.5	147.5	147.6
<b>PERSONS</b>												
Managers and administrators	137.2	138.6	138.6	138.6	142.4	144.2	144.5	144.5	138.5	140.0	140.0	140.1
Para-professionals	141.7	143.2	143.2	143.2	146.5	147.6	147.7	147.7	141.5	142.7	142.7	142.7
Engineering etc	137.8	138.9	138.9	138.9	137.6	138.8	138.8	138.8	135.4	136.7	136.7	136.7
Registered nurses	160.7	165.1	165.1	165.4	161.4	162.8	162.8	162.8	150.4	151.7	151.7	151.7
Police	139.0	139.1	139.1	139.1	155.7	155.7	155.7	155.7	144.9	146.9	146.9	146.9
Other para-professionals	134.9	135.6	135.6	135.6	139.3	140.6	140.8	140.8	138.2	139.0	139.0	139.0
Tradespersons	141.1	142.6	142.6	142.6	145.3	146.8	146.9	146.9	143.4	145.9	145.9	145.9
Metal	140.1	141.6	141.6	141.6	146.1	147.9	148.0	148.1	145.4	147.5	147.5	147.6
Electrical and electronic	137.5	138.1	138.1	138.1	138.4	139.0	139.0	139.0	137.6	138.6	138.6	138.6
Building	136.4	138.5	138.5	138.5	144.6	146.3	146.3	146.3	141.8	144.4	144.4	144.4
Vehicle	150.7	152.9	152.9	153.0	152.7	154.8	154.8	154.8	148.5	151.0	151.0	151.0
Clerks	139.8	142.0	142.0	142.0	141.2	143.5	143.5	143.5	142.1	144.2	144.2	144.2
Stenographers	139.5	141.9	141.9	141.9	141.0	143.3	143.3	143.3	142.5	144.9	144.9	144.9
Receptionists	141.4	143.8	143.8	143.9	141.8	144.2	144.2	144.2	143.3	145.6	145.6	145.6
Salespersons and personal service workers	146.2	149.0	149.0	149.1	148.3	149.6	149.6	149.6	145.9	148.5	148.5	148.6
Labourers and related workers	139.1	140.5	140.5	140.5	145.7	147.6	147.6	147.7	145.7	147.8	147.8	147.9
Trades assistants and factory hands	141.4	143.0	143.0	143.1	148.0	150.1	150.1	150.2	144.7	147.5	147.5	147.5
Construction and mining labourers	136.8	137.9	137.9	137.9	143.3	145.0	145.0	145.1	143.6	145.1	145.1	145.1
Cleaners	133.1	133.9	133.9	134.0	144.2	146.0	146.0	146.1	148.0	149.7	149.7	149.8
Other labourers	140.2	141.7	141.7	141.8	143.5	145.3	145.4	145.4	146.1	148.2	148.2	148.3
All occupation groups	140.9	142.6	142.6	142.6	144.6	146.5	146.6	146.7	143.1	145.1	145.1	145.2

For footnotes see end of table.

**TABLE 8. WEEKLY AWARD RATES OF PAY INDEXES**  
**FULL-TIME ADULT EMPLOYEES : OCCUPATION, STATES, TERRITORIES AND AUSTRALIA—continued**  
**BASE : JUNE 1985 = 100.0**

Occupation	SA				WA				Tas.			
	1994			1995	1994			1995	1994			1995
	Dec.	Oct.	Nov.	Dec.	Dec.	Oct.	Nov.	Dec.	Dec.	Oct.	Nov.	Dec.
MALES												
Managers and administrators	142.0	144.5	144.5	144.5	137.7	139.4	139.4	139.6	134.5	137.5	137.5	137.5
Para-professionals	141.2	143.0	143.0	143.0	141.7	143.8	143.8	143.8	136.0	137.7	137.7	137.7
Engineering etc	137.0	139.4	139.4	139.4	136.5	138.5	138.5	138.5	132.7	135.2	135.2	135.2
Police	150.5	152.3	152.3	152.3	161.2	164.7	164.7	164.7	128.7	128.7	128.7	128.7
Other para-professionals	140.4	141.8	141.8	141.8	137.6	139.4	139.4	139.4	141.0	142.9	142.9	142.9
Tradespersons	146.3	148.9	148.9	148.9	140.5	142.0	142.1	142.1	141.3	143.4	143.5	143.5
Metal	146.6	149.4	149.4	149.4	143.1	144.8	145.0	145.0	141.6	143.4	143.4	143.4
Electrical and electronic	140.6	143.5	143.5	143.5	137.9	138.8	138.9	138.9	132.8	135.0	135.0	135.0
Building	146.2	148.9	148.9	148.9	138.0	140.3	140.3	140.3	146.0	147.9	148.8	148.8
Vehicle	155.2	157.1	157.1	157.1	143.2	145.5	145.5	145.5	143.5	145.3	145.4	145.4
Other	146.6	149.0	149.0	149.0	140.7	142.1	142.1	142.1	148.4	150.9	150.9	150.9
Clerks	141.0	142.9	142.9	142.9	138.7	141.2	141.2	141.2	138.9	140.6	140.7	140.7
Salespersons and personal service workers	148.8	150.7	150.7	150.7	144.5	147.4	147.4	148.2	142.2	144.8	144.8	144.8
Labourers and related workers	144.9	146.9	147.0	147.0	141.2	143.2	143.2	143.2	146.8	148.5	148.8	148.9
Trades assistants and factory hands	146.9	149.7	149.7	149.7	142.8	144.6	144.7	144.7	146.5	148.0	148.1	148.1
Construction and mining labourers	141.4	142.6	142.6	142.6	139.4	140.7	140.9	140.9	149.5	150.4	151.7	151.7
Other labourers	144.2	145.7	146.1	146.1	140.8	143.1	143.1	143.1	145.7	147.9	148.1	148.1
All occupation groups	144.4	146.5	146.5	146.5	140.5	142.4	142.4	142.5	141.6	144.0	144.4	144.4
FEMALES												
Managers and administrators	145.6	147.6	147.6	147.6	146.4	148.6	148.6	148.6	141.0	142.4	142.4	142.4
Para-professionals	148.1	149.7	149.7	149.7	145.9	148.1	148.1	148.1	150.9	153.0	153.0	153.0
Registered nurses	150.3	151.9	151.9	151.9	151.4	153.5	153.5	153.5	158.4	161.1	161.1	161.1
Other para-professionals	144.2	145.8	145.8	145.8	134.3	136.7	136.7	136.7	135.3	136.0	136.0	136.1
Tradespersons	151.2	153.8	153.8	153.8	161.4	170.0	170.0	170.0	142.6	146.2	146.2	147.8
Clerks	144.7	147.1	147.1	147.1	141.2	143.9	143.9	143.9	142.4	144.7	144.7	144.7
Stenographers	147.4	149.9	149.9	149.9	138.5	141.1	141.1	141.1	140.0	142.2	142.2	142.2
Receptionists	145.2	147.5	147.5	147.5	142.1	144.5	144.5	144.5	152.7	157.0	157.0	157.0
Salespersons and personal service workers	147.9	149.8	149.8	149.8	147.9	151.1	151.1	151.2	142.8	145.3	145.3	145.3
Labourers and related workers	144.8	146.9	146.9	146.9	141.4	144.7	144.7	144.7	140.9	143.7	143.7	144.1
Trades assistants and factory hands	148.6	151.5	151.5	151.7	144.9	147.5	147.5	147.5	143.5	148.4	148.4	150.4
Cleaners	140.7	142.4	142.4	142.4	136.4	139.6	139.6	139.6	139.5	140.7	140.7	140.9
Other labourers	142.8	144.2	144.2	144.3	142.2	145.6	145.6	145.6	140.9	143.7	143.7	143.9
All occupation groups	146.0	148.3	148.3	148.3	143.5	146.3	146.3	146.3	143.1	145.2	145.2	145.3
PERSONS												
Managers and administrators	143.0	145.3	145.3	145.3	140.1	141.9	142.0	142.1	135.4	138.2	138.2	138.2
Para-professionals	142.8	144.6	144.6	144.6	143.3	145.5	145.5	145.5	140.1	141.9	142.0	142.0
Engineering etc	137.1	139.5	139.5	139.5	136.4	138.4	138.4	138.4	132.8	135.2	135.2	135.2
Registered nurses	150.3	151.7	151.7	151.7	150.2	152.1	152.1	152.1	158.7	161.5	161.5	161.5
Police	150.5	152.4	152.4	152.4	161.2	164.7	164.7	164.7	128.8	128.8	128.8	128.8
Other para-professionals	140.5	141.9	141.9	141.9	136.1	138.1	138.1	138.1	136.6	138.1	138.1	138.1
Tradespersons	146.5	149.1	149.1	149.1	141.9	143.9	144.1	144.1	141.3	143.4	143.6	143.6
Metal	146.7	149.5	149.5	149.5	143.2	144.8	145.1	145.1	141.7	143.6	143.6	143.7
Electrical and electronic	140.6	143.5	143.5	143.5	138.0	138.8	138.9	138.9	132.8	135.0	135.0	135.0
Building	146.5	149.2	149.2	149.2	138.1	140.4	140.4	140.4	146.0	147.9	148.8	148.8
Vehicle	155.3	157.2	157.2	157.2	143.1	145.4	145.5	145.5	143.5	145.3	145.4	145.4
Clerks	143.1	145.3	145.3	145.3	140.1	142.7	142.7	142.7	140.6	142.5	142.6	142.6
Stenographers	146.7	149.1	149.1	149.1	138.7	141.1	141.1	141.1	139.8	141.8	141.8	141.8
Receptionists	143.9	146.0	146.0	146.0	141.1	143.5	143.5	143.5	147.4	150.8	150.9	150.9
Salespersons and personal service workers	148.4	150.3	150.3	150.3	146.3	149.4	149.4	149.8	142.4	145.0	145.0	145.0
Labourers and related workers	144.9	146.9	147.0	147.0	141.2	143.5	143.5	143.5	145.5	147.4	147.7	147.8
Trades assistants and factory hands	147.3	150.2	150.2	150.2	143.1	144.9	145.0	145.0	146.2	148.1	148.2	148.4
Construction and mining labourers	141.0	142.2	142.2	142.2	139.4	140.8	141.0	141.0	149.1	150.3	151.5	151.7
Cleaners	142.7	144.3	144.3	144.3	139.2	141.9	141.9	141.9	144.0	145.8	145.9	146.0
Other labourers	143.9	145.4	145.7	145.7	141.1	143.8	143.8	143.8	143.9	146.2	146.4	146.4
All occupation groups	144.9	147.0	147.0	147.0	141.4	143.5	143.6	143.6	142.0	144.3	144.6	144.6

For footnotes see end of table.

**TABLE 8. WEEKLY AWARD RATES OF PAY INDEXES**  
**FULL-TIME ADULT EMPLOYEES : OCCUPATION, STATES, TERRITORIES AND AUSTRALIA—continued**  
**BASE : JUNE 1985 = 100.0**

Occupation	NT				ACT				Aust.			
	1994		1995		1994		1995		1994		1995	
	Dec.	Oct.	Nov.	Dec.	Dec.	Oct.	Nov.	Dec.	Dec.	Oct.	Nov.	Dec.
<b>MALES</b>												
Managers and administrators	140.8	141.1	141.1	141.1	139.6	146.6	146.6	146.6	138.2	140.1	140.2	140.2
Para-professionals	144.0	144.4	144.4	144.4	144.5	147.4	147.4	147.4	139.7	140.9	140.9	140.9
Engineering etc	136.7	137.2	137.2	137.2	138.5	144.1	144.1	144.1	137.2	138.7	138.7	138.7
Police	151.9	151.9	151.9	151.9	152.3	152.3	152.3	152.3	147.3	148.0	148.0	148.0
Other para-professionals	144.7	145.5	145.5	145.5	141.9	145.4	145.4	145.4	138.1	139.2	139.3	139.3
Tradespersons	143.9	146.7	146.7	146.7	143.5	147.2	147.2	147.2	142.8	144.7	144.7	144.7
Metal	145.1	147.6	147.6	147.6	142.6	147.7	147.7	147.7	143.4	145.2	145.3	145.3
Electrical and electronic	141.2	142.7	142.7	142.7	140.3	142.8	142.8	142.8	137.9	138.9	138.9	138.9
Building	140.3	141.8	141.8	141.8	138.5	141.8	141.8	141.8	140.7	142.9	142.9	142.9
Vehicle	147.0	149.3	149.3	149.3	154.6	158.4	158.4	158.4	150.6	152.9	152.9	152.9
Other	145.8	153.5	153.5	153.5	142.2	146.6	146.6	146.6	144.8	147.0	147.0	147.0
Clerks	139.4	140.7	140.7	140.7	140.5	146.8	146.8	146.8	139.2	141.4	141.4	141.4
Salespersons and personal service workers	148.3	151.6	151.6	151.6	145.1	148.2	148.2	148.2	145.1	147.2	147.2	147.3
Labourers and related workers	143.2	144.6	144.6	144.6	139.1	141.5	141.5	141.5	142.7	144.4	144.5	144.5
Trades assistants and factory hands	143.1	144.9	144.9	144.9	139.8	143.1	143.1	143.1	144.2	146.2	146.2	146.2
Construction and mining labourers	141.2	142.6	142.6	142.6	137.1	138.2	138.2	138.2	140.1	141.4	141.4	141.4
Other labourers	144.4	145.8	145.8	145.8	139.8	142.5	142.5	142.5	142.6	144.3	144.3	144.3
All occupation groups	142.8	144.5	144.5	144.5	141.3	145.7	145.7	145.7	141.8	143.5	143.6	143.6
<b>FEMALES</b>												
Managers and administrators	149.2	150.8	150.8	150.8	137.2	148.9	148.9	148.9	144.6	146.8	146.9	147.0
Para-professionals	154.5	154.5	154.5	154.5	152.6	153.4	153.4	153.4	151.6	153.7	153.7	153.8
Registered nurses	156.2	156.2	156.2	156.2	161.1	161.1	161.1	161.1	157.4	159.9	159.9	160.0
Other para-professionals	149.0	149.0	149.0	149.0	145.0	146.5	146.5	146.5	143.4	142.7	142.8	142.8
Tradespersons	135.6	136.4	136.4	136.4	142.3	144.9	144.9	144.9	146.8	149.5	149.5	149.6
Clerks	142.5	144.8	144.8	144.8	141.4	145.7	145.7	145.7	142.1	144.6	144.6	144.6
Stenographers	144.4	147.7	147.7	147.7	143.6	148.7	148.7	148.7	141.6	144.1	144.1	144.1
Receptionists	144.3	146.8	146.8	146.8	140.0	143.4	143.4	143.4	143.4	146.0	146.1	146.1
Salespersons and personal service workers	147.9	150.6	150.6	150.6	149.0	151.7	151.7	151.7	148.5	151.2	151.2	151.3
Labourers and related workers	144.1	147.3	147.3	147.3	142.8	145.7	145.7	145.7	143.1	145.2	145.2	145.3
Trades assistants and factory hands	145.5	148.5	148.5	148.5	145.3	149.1	149.1	149.1	146.6	149.0	149.0	149.1
Cleaners	140.5	142.3	142.3	142.3	132.5	132.5	132.5	132.5	134.3	135.6	135.6	135.6
Other labourers	145.9	149.8	149.8	149.8	148.2	152.6	152.6	152.6	143.4	145.5	145.5	145.7
All occupation groups	146.3	148.0	148.0	148.0	142.1	145.4	145.4	145.4	144.9	147.1	147.2	147.2
<b>PERSONS</b>												
Managers and administrators	142.3	142.8	142.8	142.8	139.4	146.9	146.9	146.9	139.5	141.5	141.6	141.6
Para-professionals	148.6	148.8	148.8	148.8	146.6	148.9	148.9	148.9	143.3	144.8	144.8	144.8
Engineering etc	136.9	137.3	137.3	137.3	138.4	144.0	144.0	144.0	137.1	138.6	138.6	138.6
Registered nurses	156.3	156.3	156.3	156.3	162.7	162.7	162.7	162.7	156.7	159.1	159.1	159.2
Police	152.1	152.1	152.1	152.1	152.4	152.4	152.4	152.4	147.4	148.1	148.1	148.1
Other para-professionals	144.9	145.4	145.4	145.4	140.0	143.5	143.5	143.5	137.4	138.6	138.7	138.7
Tradespersons	143.8	146.5	146.5	146.5	143.4	147.1	147.1	147.1	143.2	145.0	145.1	145.1
Metal	145.1	147.6	147.6	147.6	142.6	147.7	147.7	147.7	143.4	145.3	145.4	145.4
Electrical and electronic	140.9	142.5	142.5	142.5	140.3	142.5	142.5	142.5	138.0	138.9	138.9	138.9
Building	140.3	141.8	141.8	141.8	138.5	141.8	141.8	141.8	140.8	143.0	143.0	143.0
Vehicle	147.0	149.3	149.3	149.3	154.4	158.3	158.3	158.3	150.6	152.8	152.8	152.8
Clerks	141.5	143.5	143.5	143.5	141.0	146.2	146.2	146.2	140.9	143.3	143.3	143.3
Stenographers	144.1	147.2	147.2	147.2	143.3	148.3	148.3	148.3	141.2	143.7	143.7	143.7
Receptionists	142.9	145.0	145.0	145.0	140.4	145.0	145.0	145.0	142.1	144.6	144.6	144.6
Salespersons and personal service workers	148.0	150.8	150.8	150.8	146.9	149.8	149.8	149.8	146.8	149.1	149.2	149.2
Labourers and related workers	143.5	145.6	145.6	145.6	139.4	141.9	141.9	141.9	142.8	144.6	144.6	144.7
Trades assistants and factory hands	143.4	145.3	145.3	145.3	140.6	144.0	144.0	144.0	144.8	146.8	146.8	146.9
Construction and mining labourers	141.6	143.0	143.0	143.0	137.1	138.2	138.2	138.2	140.2	141.5	141.6	141.6
Cleaners	141.3	142.6	142.6	142.6	136.3	137.2	137.2	137.2	140.2	141.7	141.7	141.7
Other labourers	145.2	148.0	148.0	148.0	142.9	147.1	147.1	147.1	142.7	144.6	144.6	144.7
All occupation groups	144.2	145.9	145.9	145.9	141.6	145.6	145.6	145.6	142.7	144.6	144.7	144.7

Note: Statistics covering a more detailed occupation classification may be available on request. See paragraph 32 of the Explanatory Notes.

**TABLE 9. HOURLY AWARD RATES OF PAY INDEXES**  
**FULL-TIME ADULT EMPLOYEES : INDUSTRY, STATES, TERRITORIES AND AUSTRALIA**  
**BASE : JUNE 1985 = 100.0**

Industry	NSW				Vic.				Qld			
	1994		1995		1994		1995		1994		1995	
	Dec.	Oct.	Nov.	Dec.	Dec.	Oct.	Nov.	Dec.	Dec.	Oct.	Nov.	Dec.
<b>MALES</b>												
Mining	150.1	152.1	152.1	152.1	138.0	138.7	138.7	138.7	146.5	147.8	147.8	147.8
Manufacturing	142.4	144.1	144.1	144.2	147.6	149.5	149.6	149.7	146.0	148.6	148.6	148.6
Food, beverages and tobacco	143.1	144.0	144.0	144.1	143.8	145.9	145.9	146.3	144.6	146.5	146.5	146.5
Textiles; Clothing and footwear	162.2	165.4	165.4	165.4	153.2	156.6	156.6	156.6	158.2	161.0	161.0	161.0
Chemicals, petroleum, coal	136.8	138.7	138.7	138.7	143.9	145.6	145.6	145.6	139.6	140.8	140.8	140.8
Metal products, machinery and equipment	139.9	141.4	141.4	141.4	146.7	148.4	148.5	148.5	148.5	151.5	151.5	151.5
Basic metal products	133.9	134.2	134.2	134.2	150.3	151.4	151.4	151.4	138.3	138.4	138.4	138.4
Fabricated metal products;												
Other machinery and equipment	143.1	145.4	145.4	145.4	149.5	152.1	152.1	152.1	150.1	154.6	154.6	154.6
Transport equipment	140.8	142.3	142.3	142.3	143.6	144.8	145.0	145.0	151.5	152.9	152.9	152.9
Other manufacturing(a)	146.2	148.8	148.8	148.8	153.4	155.5	155.5	155.5	144.1	147.1	147.1	147.1
Construction	136.8	138.7	138.7	138.7	141.3	142.8	142.8	142.8	142.8	145.3	145.3	145.3
Wholesale and retail trade	152.2	154.8	154.8	154.8	153.9	155.9	155.9	155.9	150.3	152.7	152.7	152.7
Wholesale trade	146.8	148.9	148.9	148.9	150.9	153.0	153.0	153.0	146.6	148.3	148.3	148.3
Retail trade	158.1	161.1	161.1	161.1	156.7	158.7	158.7	158.7	152.8	155.7	155.7	155.7
Transport and storage	135.6	135.9	135.9	135.9	139.6	140.5	140.5	140.6	149.2	149.7	149.7	149.7
Finance, property and business services	140.9	142.8	142.8	142.8	142.2	145.0	145.0	145.0	143.4	145.9	145.9	145.9
Community services	138.7	139.5	139.5	139.5	142.2	143.6	144.6	144.6	142.4	144.3	144.3	144.3
All industries(b)	140.7	142.2	142.2	142.2	144.7	146.5	146.7	146.7	145.0	146.9	146.9	146.9
<b>FEMALES</b>												
Manufacturing	148.0	150.5	150.5	150.5	152.7	155.3	155.3	155.4	152.3	155.1	155.1	155.1
Food, beverages and tobacco	141.4	142.3	142.3	142.5	147.4	149.9	149.9	150.4	150.3	152.8	152.8	152.8
Textiles; Clothing and footwear	162.0	165.7	165.7	165.7	155.4	158.4	158.4	158.4	161.1	164.4	164.4	164.4
Metal products, machinery and equipment	144.5	147.2	147.2	147.2	150.6	153.4	153.4	153.4	150.3	153.0	153.0	153.0
Other manufacturing(a)	148.6	151.8	151.8	151.8	156.7	158.7	158.7	158.7	150.2	153.2	153.2	153.2
Wholesale and retail trade	149.0	152.0	152.0	152.0	152.8	154.8	154.8	154.8	155.5	158.6	158.6	158.6
Wholesale trade	146.8	149.7	149.7	149.7	151.9	154.6	154.6	154.6	153.1	156.3	156.3	156.3
Retail trade	151.0	154.0	154.0	154.0	153.2	154.9	154.9	154.9	156.3	159.4	159.4	159.4
Transport and storage	137.8	138.8	138.9	138.9	145.6	147.2	147.5	147.5	142.9	143.8	143.8	143.8
Finance, property and business services	143.8	146.4	146.4	146.4	145.2	148.1	148.1	148.1	148.6	151.4	151.4	151.4
Community services	147.7	149.8	149.8	149.9	146.8	148.2	149.0	149.0	146.6	148.7	148.7	148.7
All industries(b)	146.1	148.4	148.4	148.5	148.1	150.3	150.5	150.6	148.6	151.5	151.5	151.6
<b>PERSONS</b>												
Mining	149.7	151.7	151.7	151.7	138.5	139.3	139.3	139.3	146.4	147.6	147.6	147.6
Manufacturing	143.5	145.4	145.4	145.5	148.9	151.1	151.1	151.2	147.0	149.6	149.6	149.6
Food, beverages and tobacco	142.7	143.6	143.6	143.7	144.5	146.7	146.7	147.1	145.6	147.6	147.6	147.6
Textiles; Clothing and footwear	162.1	165.6	165.6	165.6	154.7	157.8	157.8	157.8	160.2	163.3	163.3	163.3
Chemicals, petroleum, coal	139.9	142.0	142.0	142.0	144.3	146.2	146.2	146.2	141.4	143.0	143.0	143.0
Metal products, machinery and equipment	140.5	142.2	142.2	142.2	147.4	149.3	149.4	149.4	148.6	151.6	151.6	151.6
Basic metal products	133.6	133.9	133.9	133.9	150.5	151.7	151.7	151.7	139.1	139.4	139.4	139.4
Fabricated metal products;												
Other machinery and equipment	143.8	146.2	146.2	146.2	149.8	152.6	152.6	152.6	150.1	154.4	154.4	154.4
Transport equipment	141.1	142.5	142.6	142.6	144.7	146.2	146.3	146.3	151.5	153.0	153.0	153.0
Other manufacturing(a)	146.7	149.4	149.4	149.4	154.0	156.1	156.1	156.1	144.8	147.9	147.9	147.9
Construction	137.3	139.3	139.3	139.3	141.3	142.8	142.8	142.8	143.1	145.7	145.7	145.7
Wholesale and retail trade	151.1	153.8	153.8	153.8	153.5	155.6	155.6	155.6	151.9	154.6	154.6	154.6
Wholesale trade	146.8	149.2	149.2	149.2	151.1	153.4	153.4	153.4	148.1	150.2	150.2	150.2
Retail trade	155.3	158.4	158.4	158.4	155.3	157.3	157.3	157.3	154.1	157.1	157.1	157.1
Transport and storage	135.9	136.3	136.4	136.4	140.4	141.4	141.5	141.5	148.8	149.3	149.3	149.3
Finance, property and business services	142.2	144.4	144.4	144.5	143.8	146.7	146.7	146.7	145.9	148.5	148.5	148.5
Community services	143.7	145.2	145.2	145.3	144.6	146.0	146.9	146.9	144.7	146.7	146.7	146.7
All industries(b)	142.4	144.1	144.1	144.1	145.8	147.7	147.9	147.9	146.1	148.3	148.3	148.3

For footnotes see end of table.



**TABLE 9. HOURLY AWARD RATES OF PAY INDEXES**  
**FULL-TIME ADULT EMPLOYEES : INDUSTRY, STATES, TERRITORIES AND AUSTRALIA—continued**  
**BASE : JUNE 1985 = 100.0**

Industry	SA				WA				Tas.			
	1994			1995	1994			1995	1994			1995
	Dec.	Oct.	Nov.		Dec.	Dec.	Oct.		Nov.	Dec.	Dec.	
MALES												
Mining	138.9	140.7	140.7	140.7	135.7	136.4	136.6	136.6	139.0	139.0	139.0	139.0
Manufacturing	148.1	151.0	151.0	151.0	143.9	145.7	146.0	146.0	148.5	150.4	150.4	150.4
Food, beverages and tobacco	150.8	153.4	153.4	153.4	141.0	143.4	143.4	143.4	145.9	149.1	149.1	149.3
Textiles; Clothing and footwear	158.2	161.6	161.9	161.9	163.9	166.9	166.9	166.9	151.9	155.0	155.0	155.0
Chemicals, petroleum, coal	160.1	163.3	163.3	163.3	136.4	136.5	136.5	136.5	139.8	139.9	139.9	139.9
Metal products, machinery and equipment	145.9	148.9	148.9	148.9	145.8	147.3	148.1	148.1	143.7	144.1	144.1	144.1
Basic metal products	146.9	149.6	149.6	149.6	145.7	146.1	148.1	148.1	143.3	143.4	143.4	143.4
Fabricated metal products; Other machinery and equipment	148.7	151.5	151.5	151.5	148.8	151.6	151.6	151.7	137.2	138.6	138.6	138.6
Transport equipment	143.6	146.9	146.9	146.9	138.9	139.6	139.6	139.7	152.7	155.7	155.7	155.7
Other manufacturing(a)	150.5	152.9	152.9	152.9	144.3	146.3	146.3	146.3	160.0	163.2	163.2	163.2
Construction	145.6	147.3	147.3	147.3	141.8	144.9	144.9	144.9	142.9	144.3	144.3	144.3
Wholesale and retail trade	156.8	158.9	159.1	159.1	148.1	150.5	150.5	150.9	144.7	147.7	147.7	147.7
Wholesale trade	150.4	152.8	153.1	153.1	146.1	148.8	148.8	149.3	141.8	144.6	144.6	144.6
Retail trade	163.6	165.4	165.4	165.4	149.2	151.4	151.4	151.7	146.8	150.0	150.0	150.0
Transport and storage	142.4	143.3	143.3	143.3	140.3	141.2	141.2	141.2	139.5	140.2	143.9	143.9
Finance, property and business services	140.7	142.1	142.1	142.1	137.2	139.8	139.8	139.8	137.0	137.4	137.4	137.4
Community services	143.7	144.9	144.9	144.9	141.2	144.2	144.2	144.2	140.3	146.2	146.2	146.2
All industries(b)	145.6	147.7	147.7	147.7	141.4	143.4	143.5	143.5	142.8	145.2	145.6	145.6
FEMALES												
Manufacturing	150.2	153.0	153.0	153.1	148.6	151.3	151.3	151.4	151.4	156.1	156.1	157.6
Food, beverages and tobacco	147.1	149.6	149.6	149.7	141.6	144.3	144.3	144.4	149.1	154.6	154.6	157.4
Textiles; Clothing and footwear	161.5	165.1	165.1	165.1	162.1	165.5	165.5	165.5	158.8	163.4	163.4	163.4
Metal products, machinery and equipment	150.4	153.7	153.7	153.7	150.0	153.1	153.1	153.1	147.9	151.1	151.1	151.1
Other manufacturing(a)	151.2	154.2	154.2	154.2	150.6	153.6	153.6	153.8	..	..	..	..
Wholesale and retail trade	155.9	158.4	158.4	158.4	155.2	158.4	158.4	158.5	146.0	149.3	149.3	149.3
Wholesale trade	156.7	159.7	159.7	159.7	150.5	153.8	153.8	154.2	144.3	147.6	147.6	147.6
Retail trade	155.6	158.0	158.0	158.0	156.5	159.7	159.7	159.7	146.4	149.6	149.6	149.6
Transport and storage	144.2	147.5	147.6	147.6	146.2	148.5	148.7	148.7	146.6	148.0	148.0	148.0
Finance, property and business services	149.7	152.2	152.2	152.2	138.6	140.7	140.7	140.7	139.2	140.1	140.1	140.1
Community services	144.9	146.7	146.7	146.7	143.3	146.2	146.2	146.2	142.9	144.2	144.2	144.2
All industries(b)	148.4	150.7	150.7	150.7	145.6	148.7	148.7	148.7	144.9	147.0	147.0	147.2
PERSONS												
Mining	140.6	142.3	142.3	142.3	135.8	136.4	136.6	136.6	139.0	139.0	139.0	139.0
Manufacturing	148.6	151.5	151.5	151.5	144.7	146.6	146.8	146.9	148.8	151.0	151.0	151.2
Food, beverages and tobacco	149.1	151.6	151.7	151.7	141.2	143.6	143.6	143.6	146.6	150.4	150.4	151.2
Textiles; Clothing and footwear	160.6	164.1	164.2	164.2	162.2	165.5	165.5	165.5	154.5	158.2	158.2	158.2
Chemicals, petroleum, coal	158.1	161.0	161.0	161.0	136.5	136.7	136.7	136.8	139.8	139.9	139.9	139.9
Metal products, machinery and equipment	146.6	149.6	149.6	149.6	146.2	147.8	148.5	148.6	143.8	144.3	144.3	144.3
Basic metal products	147.4	150.2	150.2	150.2	145.8	146.3	148.2	148.2	143.3	143.4	143.4	143.4
Fabricated metal products; Other machinery and equipment	149.2	152.0	152.0	152.0	149.1	152.0	152.0	152.1	137.2	138.6	138.6	138.6
Transport equipment	144.6	147.8	147.8	147.8	139.3	140.2	140.2	140.2	151.9	154.9	154.9	154.9
Other manufacturing(a)	150.6	153.2	153.2	153.2	144.7	146.8	146.8	146.8	160.0	163.2	163.2	163.2
Construction	145.7	147.4	147.4	147.4	142.1	145.2	145.2	145.2	142.9	144.2	144.2	144.2
Wholesale and retail trade	156.5	158.7	158.9	158.9	150.2	152.9	152.9	153.1	145.2	148.3	148.3	148.3
Wholesale trade	151.7	154.2	154.5	154.5	147.0	149.8	149.8	150.3	142.3	145.2	145.2	145.2
Retail trade	160.0	162.1	162.1	162.1	151.7	154.2	154.2	154.4	146.6	149.8	149.8	149.8
Transport and storage	142.6	143.7	143.8	143.8	140.9	142.0	142.0	142.0	140.3	141.1	144.4	144.4
Finance, property and business services	145.3	147.3	147.3	147.3	138.0	140.3	140.3	140.3	137.5	138.1	138.1	138.1
Community services	144.3	145.7	145.8	145.8	142.4	145.3	145.3	145.3	141.7	145.2	145.2	145.2
All industries(b)	146.4	148.6	148.6	148.6	142.7	144.9	145.0	145.0	143.3	145.7	146.0	146.0

For footnotes see end of table.



**TABLE 9. HOURLY AWARD RATES OF PAY INDEXES**  
**FULL-TIME ADULT EMPLOYEES : INDUSTRY, STATES, TERRITORIES AND AUSTRALIA—continued**  
**BASE : JUNE 1985 = 100.0**

Industry	NT				ACT				Aust.			
	1994		1995		1994		1995		1994		1995	
	Dec.	Oct.	Nov.	Dec.	Dec.	Oct.	Nov.	Dec.	Dec.	Oct.	Nov.	Dec.
<b>MALES</b>												
Mining	141.5	144.7	144.7	144.7	..	..	..	..	144.4	145.8	145.8	145.8
Manufacturing	148.2	150.2	150.2	150.2	140.9	145.3	145.3	145.3	145.4	147.5	147.5	147.5
Food, beverages and tobacco	161.2	164.3	164.3	164.3	148.8	148.8	148.8	148.8	144.0	145.7	145.8	145.9
Textiles; Clothing and footwear	..	..	..	..	..	..	..	..	155.6	158.8	158.9	158.9
Chemicals, petroleum, coal	..	..	..	..	..	..	..	..	139.8	141.5	141.5	141.5
Metal products, machinery and equipment	142.4	143.8	143.8	143.8	140.8	144.9	144.9	144.9	144.1	146.0	146.1	146.1
Basic metal products	138.1	138.5	138.5	138.5	151.7	153.6	153.6	153.6	140.2	140.8	141.0	141.0
Fabricated metal products; Other machinery and equipment	147.2	149.9	149.9	149.9	140.2	144.4	144.4	144.4	146.7	149.5	149.5	149.5
Transport equipment	149.2	152.1	152.1	152.1	153.4	155.3	155.3	155.3	143.4	145.1	145.1	145.1
Other manufacturing(a)	144.8	147.4	147.4	147.4	135.3	135.3	135.3	135.3	149.0	151.4	151.4	151.4
Construction	143.0	145.0	145.0	145.0	139.0	141.6	141.6	141.6	140.3	142.3	142.3	142.3
Wholesale and retail trade	150.9	153.7	153.7	153.7	149.5	151.5	151.5	151.5	152.3	154.6	154.6	154.6
Wholesale trade	150.0	152.3	152.3	152.3	145.0	146.8	146.8	146.8	148.2	150.3	150.4	150.4
Retail trade	151.2	154.2	154.2	154.2	151.3	153.3	153.3	153.3	155.8	158.4	158.4	158.4
Transport and storage	138.1	138.6	138.6	138.6	141.6	146.4	146.4	146.4	140.1	140.8	140.9	140.9
Finance, property and business services	138.1	140.2	140.2	140.2	137.7	141.1	141.1	141.1	141.0	143.3	143.3	143.3
Community services	150.5	150.5	150.5	150.5	143.8	145.4	145.4	145.4	141.2	142.8	143.0	143.0
All industries(b)	143.8	145.6	145.6	145.6	142.0	146.3	146.3	146.3	143.1	144.9	144.9	145.0
<b>FEMALES</b>												
Manufacturing	137.8	153.5	153.5	153.5	144.1	148.8	148.8	148.8	150.7	153.4	153.4	153.4
Food, beverages and tobacco	137.8	153.5	153.5	153.5	151.7	154.8	154.8	154.8	145.3	147.3	147.3	147.6
Textiles; Clothing and footwear	..	..	..	..	158.9	162.3	162.3	162.3	157.4	160.6	160.6	160.6
Metal products, machinery and equipment	..	..	..	..	150.0	152.6	152.6	152.6	148.3	151.1	151.1	151.1
Other manufacturing(a)	..	..	..	..	157.4	161.0	161.0	161.0	152.4	155.0	155.0	155.0
Wholesale and retail trade	157.1	161.0	161.0	161.0	148.1	152.7	152.7	152.7	152.1	154.9	154.9	154.9
Wholesale trade	158.2	162.4	162.4	162.4	149.8	152.5	152.5	152.5	149.8	152.7	152.7	152.7
Retail trade	156.4	160.2	160.2	160.2	147.9	152.7	152.7	152.7	153.3	156.0	156.0	156.0
Transport and storage	148.2	149.7	149.7	149.7	145.2	147.6	147.6	147.6	141.7	143.1	143.2	143.2
Finance, property and business services	146.1	148.5	148.5	148.5	140.7	141.9	141.9	141.9	144.7	147.3	147.3	147.3
Community services	150.9	150.9	150.9	150.9	141.9	142.8	142.8	142.8	146.4	148.2	148.4	148.5
All industries(b)	148.7	150.7	150.7	150.7	143.0	146.3	146.3	146.3	147.1	149.5	149.6	149.6
<b>PERSONS</b>												
Mining	141.7	144.9	144.9	144.9	..	..	..	..	144.3	145.7	145.8	145.8
Manufacturing	146.8	150.6	150.6	150.6	141.6	146.0	146.0	146.0	146.6	148.8	148.8	148.8
Food, beverages and tobacco	153.1	160.6	160.6	160.6	150.8	152.8	152.8	152.8	144.3	146.1	146.1	146.3
Textiles; Clothing and footwear	..	..	..	..	158.9	162.3	162.3	162.3	156.8	160.0	160.0	160.0
Chemicals, petroleum, coal	..	..	..	..	..	..	..	..	141.7	143.7	143.7	143.7
Metal products, machinery and equipment	142.4	143.8	143.8	143.8	141.6	145.6	145.6	145.6	144.7	146.7	146.8	146.8
Basic metal products	138.1	138.5	138.5	138.5	151.7	153.6	153.6	153.6	140.2	141.0	141.1	141.1
Fabricated metal products; Other machinery and equipment	147.2	149.9	149.9	149.9	141.1	145.1	145.1	145.1	147.1	149.9	149.9	149.9
Transport equipment	149.2	152.1	152.1	152.1	153.4	155.3	155.3	155.3	144.2	146.0	146.0	146.0
Other manufacturing(a)	144.8	147.4	147.4	147.4	138.3	138.7	138.7	138.7	149.5	152.0	152.0	152.0
Construction	143.4	145.6	145.6	145.6	138.9	141.7	141.7	141.7	140.6	142.7	142.7	142.7
Wholesale and retail trade	153.2	156.4	156.4	156.4	149.0	151.9	151.9	151.9	152.2	154.7	154.7	154.7
Wholesale trade	153.6	156.7	156.7	156.7	145.9	147.9	147.9	147.9	148.6	151.0	151.0	151.0
Retail trade	153.0	156.3	156.3	156.3	149.9	153.1	153.1	153.1	154.9	157.5	157.5	157.5
Transport and storage	140.1	140.8	140.8	140.8	142.0	146.5	146.5	146.5	140.3	141.1	141.2	141.2
Finance, property and business services	141.9	144.2	144.2	144.2	139.5	141.6	141.6	141.6	142.8	145.2	145.2	145.2
Community services	150.7	150.7	150.7	150.7	142.9	144.2	144.2	144.2	144.0	145.7	145.9	146.0
All Industries(b)	145.6	147.5	147.5	147.5	142.4	146.3	146.3	146.3	144.3	146.3	146.4	146.4

(a) Includes wood, wood products and furniture; non-metallic mineral products; and miscellaneous manufacturing, but does not include all other manufacturing groups.

(b) Excludes employees in the defence forces; agriculture; services to agriculture; and employees in private households employing staff.

Note: Statistics covering a more detailed industry classification may be available on request. See paragraph 32 of the Explanatory Notes.

## EXPLANATORY NOTES

### Introduction

This publication contains indexes for weekly and hourly award rates of pay for full-time adult wage and salary earners. These indexes have been compiled on a monthly basis since the base month of June 1985.

2. The methodology used to construct the Award Rates of Pay Indexes is in general similar to that used for other indexes such as the Consumer Price Index and the Producer and Foreign Trade price indexes. It is based on a representative 'basket' of award classifications. The indexes are constructed by weighting award rates of pay for selected classifications according to the pattern of employment that existed at May 1985. The 'basket' of classifications, and their weights remain constant during the life of the indexes, so changes in the indexes reflect general trends in award rates of pay over time. They do not measure relative levels of average award rates of pay between States, industries, awards and occupations.

3. All award rates of pay series are expressed as index numbers with a reference base of June 1985 = 100.0. The base for the new series of June 1985 was determined using data obtained from the Survey of Employee Earnings and Hours conducted in May 1985.

4. The December 1987 issue of this publication contains the first release of these series. That issue provides a large number of series covering the period from June 1985, as well as four appendices containing:

- distribution of the weights used to construct the indexes;
- weighted average minimum standard hours at the base period;
- weighted average minimum award rates of pay at the base period; and
- factors for linking the current and previous series.

5. These series replace an earlier series which covered the period June 1976 to November 1987. For more information regarding the methodological and conceptual differences between the previous series and the current series, refer to *Information Paper : Award Rates of Pay Indexes* (6343.0) released on 11 February 1988.

### Scope and coverage

6. The award rates of pay for full-time adult employees, which are normally varied in accordance with awards, determinations or registered collective agreements, have been selected in the indexes. As at June 1985, the indexes cover 3.0 million persons (2.1 million males and 0.9 million females). Approximately 3 per cent of full-time adult employees were covered by unregistered agreements (i.e. those agreements made by an employer with a group of employees and which are not registered with a Federal or State wage fixing authority). For statistical purposes these have been considered to be similar to awards. The rates prescribed in the more important of these, such as the collective agreement between the State Transport

Authority of Victoria and some of its employees, have been included in the indexes.

7. Rates of pay applicable to approximately 16 per cent of full-time adult employees (as at June 1985) who are not covered by awards, determinations or registered or unregistered collective agreements, are not covered by the indexes. This includes those employees whose rates of pay and conditions of work are not normally varied in accordance with variations in a specific Federal or State award, determination or registered collective agreement or a specific unregistered agreement.

### Collection of award information

8. Information on award rates of pay for selected classifications is obtained from a variety of sources. The primary updating sources are advices of award variations determined or authorised by industrial tribunals. A number of secondary sources are also used including the Employers' Federation of N.S.W. and the Victorian Employers' Federation. Information obtained by these means is used to update award rates of pay for each selected classification on a monthly basis and used for the compilation of the monthly indexes. In recent times, the flow of variation advices from these sources has slowed to the extent that only small movements are reflected in the indexes.

### Design of the indexes

#### Selection of the classifications

9. The source used to base the indexes is the May 1985 Survey of Employee Earnings and Hours. The Survey collected information on the industry and occupation of individual employees, the award under which they are covered and their award classification.

10. This information was used to stratify classifications by industry, occupation and State as part of a sample design which ensured that the indexes have been produced at a satisfactory level of reliability for all cross-classifications included in the series.

11. A sample of approximately 700 awards and 5,500 award classifications has been selected for inclusion in the indexes.

#### Compilation

12. Data on the award rates of pay from June 1985 and subsequent months have been compiled for each of the selected award classifications. Estimates of weighted average award rates were calculated by expanding data from the sample of award classifications. The estimates for June 1985 for each component of the series were then converted to an index value of 100.0.

#### Weighting

13. The weighting pattern of the indexes is determined at the award classification level. The weights applied to the award classifications included in the indexes are derived from the May 1985 Survey of Employee Earnings and Hours. The distribution of the weights used in the construction of the indexes is shown in Appendix A of the December 1987 issue of this publication.

14. Awards have been divided into two groups, 'major' awards and 'minor' awards, depending on the estimated employment coverage of each award. All 200 major awards have been included in the indexes, while only a sample of approximately 500 minor awards have been included. For classifications selected within major awards, the employment benchmarks have been inflated in the indexes to account for the total employment within the award. For classifications selected within minor awards, employment benchmarks have been inflated in the indexes to account for the total employment coverage of all minor awards.

#### *Limitations of weighting*

15. The indexes are fixed weight indexes. The weights of the indexes need to be reviewed periodically because of the problems inherent with having fixed weight indexes. In particular, the indexes are not responsive to changes in the structure and coverage of awards, and are likely to become less representative and therefore less reliable over time. An example of this type of problem occurred with the Victorian Nurses Award. This award underwent a major restructuring during 1986 with some classifications being amalgamated and others being split into two or more classifications. This type of restructuring of an award in the indexes means that an equivalent classification needs to be selected from the revised award structure. However, until a complete review of the indexes is carried out, the old weighting structure must be used.

#### **Enterprise Bargaining**

16. Payments and conditions of employment specified under formalised enterprise bargaining awards and agreements established since October 1991 are generally excluded from the compilation of these indexes. Awards included in the index are a large sample of the awards in existence in May 1985. Thus, the indexes exclude any awards coming into effect since that time, except where an old award has been completely superseded by a new award or agreement. Similarly, as at 1 March 1993 all Victorian State awards ceased to exist and changes from this source will not be reflected in the indexes unless an expired award is superseded by a new award.

17. The above treatment of enterprise bargaining is also a limitation of the fixed weighting of the index as any new awards used in the index will assume the weights applied to the old award it replaces. Where any award in the sample includes some employees involved in the enterprise bargaining process, any increase in rates in that award approved by a Federal or State industrial tribunal will be applied according to the total employment recorded for that award in May 1985.

18. The \$8 "safety net" pay rises resulting from the October 1993 Review of Wage Fixing Principles and subsequent decisions will be reflected in the Award Rates of Pay Indexes for ALL employees covered by awards whose application for a wage rise is ratified by the appropriate State or Federal arbitral authorities. This includes all employees formerly covered by Victorian State awards as well as all employees covered by awards but involved in the enterprise bargaining process. The current index methodology does not allow these employees to be excluded. Consequently these awards will

be varied using the existing weights i.e. total employment levels as at May 1985.

#### **Revision of the indexes**

19. In some cases, when awards etc. are varied, the new award rates are made retrospective. In addition there is sometimes a considerable delay in the receipt of notification of changes in award rates in respect of the classification included in the indexes. Because of these factors the figures in this publication are subject to revision. Revisions for States, industries and occupations are included in this publication. Revised figures for each industry and occupation group in each State are available on request.

#### **Definitions**

20. The *award rates of pay* used in the compilation of the indexes :

##### *Include*

- (i) the base rate and any allowances or loadings that are applicable to ALL employees under a specific award classification (e.g. industry allowance); and
- (ii) supplementary payments when they are specified within the award.

##### *Exclude*

- (i) remunerative allowances. It is considered that these allowances are paid to reimburse employees for expenses they are expected to incur during the course of their employment (e.g. tool allowances). The inclusion of these allowances would not reflect the true level of remuneration of these employees;
- (ii) superannuation payments and other payments such as severance and termination payments which are paid to employees as part of an award agreement; and
- (iii) payments negotiated under formalised enterprise bargaining awards and agreements that were established since October 1991. See paragraph 16 of the Explanatory Notes.

21. The *weekly award rates of pay series* for full-time adult employees provide details of the movements in the weekly rates of pay for award classifications included in the index.

22. The *hourly award rates of pay series* for full-time adult employees provide details of the movements in the hourly rates of pay for award classifications included in the index. These series include only those awards and classifications where hours of work are specified in the award.

23. Estimates of *standard weekly hours of work* previously included as an appendix to the June and December issues of this publication can now be obtained on request via a special data service. Inquiries should be made to Bruce McClelland on (06) 252 6581. These estimates apply to all wage and salary earners where standard hours are specified in the award etc. They refer to weighted average standard weekly hours of work where the weighting is based on the weights used for the construction of the award rates of pay indexes.

24. Estimates of the *weighed average minimum weekly award rates of pay* are based on the weights used in the construction of the award rates of pay indexes. The weighted average minimum award rates of pay at the base period are included as Appendix C of the December 1987 issue of this publication.

#### Reliability of indexes

25. Since the indexes are based on information obtained from a sample of employers they are subject to sampling variability. That is, they may differ by chance from figures that would have been produced if all employers had been included in the survey.

26. Inaccuracies may also occur because of imperfections by respondents or in processing by the ABS. Inaccuracies of this kind are referred to as *non-sampling errors*. Although considerable care is taken in questionnaire design; in the instructions given to employers on how to select a sample of their employees; in editing the survey returns; and in relating the figures to comparable statistics, these inaccuracies may occur in any enumeration, whether it be a full count or a sample. As an example, non-sampling error may occur in the survey where employers are uncertain of the precise awards and classifications which cover their employees.

#### Comparability of results

27. For an explanation of the comparability of results between the Award Rates of Pay Indexes (ARPI) and Average Weekly Ordinary Time Earnings see the November 1993 issue of this publication.

#### Classification of industry and occupation

28. Industry is classified according to the *Australian Standard Industrial Classification (ASIC), 1983* (1201.0). Occupation is classified according to the *Australian Standard Classification of Occupations (ASCO)* (1222.0).

#### Related publications

29. For details of previously published indexes reference should be made to previous issues of this publication and the following publications:

For the period March 1939 to June 1965: *Minimum Wage Rates* (6313.0)

For the period June 1965 to June 1972: *Wage Rates Indexes* (6314.0)

For the period July 1972 to June 1975: *Wage Rates and Earnings* (6312.0)

For the period July 1975 to August 1982: *Wage Rates Indexes* (6312.0)

For the period September 1982 to November 1987: *Award Rates of Pay Indexes, Australia* (6312.0).

30. Users may also be interested in the following publications and standard data services:

*Information Paper: Award Rates of Pay Indexes* (6343.0)

*Distribution and Composition of Employee Earnings and Hours, Australia, Preliminary* (6305.0) and final

publication *Distribution and Composition of Employee Earnings and Hours, Australia* (6306.0) — annual

*Average Weekly Earnings, Australia, Preliminary* (6301.0) and final publication *Average Weekly Earnings, States and Australia* (6302.0) — issued quarterly

*Average Weekly Earnings, Australia, 1941-1990* (6350.0)

*Award Coverage, Australia, May 1990* (6315.0)

*Industrial Disputes, Australia* (6321.0) — issued monthly

*Industrial Disputes, Australia* (6322.0.40.001) — standard data service issued annually

*Trade Union Statistics, Australia* (6323.0) — issued annually

*Trade Union Members, Australia, August 1994* (6325.0.40.001) — standard data service

*Labour Costs, Australia* (6348.0) — issued biennially

*Labour Statistics, Australia* (6101.0) — annual

*Occasional Paper No. 1986/1: Statistics on Wages, Earnings, Income and Labour Costs — A Guide to Their Concepts, Measurements and Usage*

31. Current publications produced by the ABS are listed in the *Catalogue of Publications and Products, Australia* (1101.0). The ABS also issues, on Tuesdays and Fridays, a *Release Advice* (1105.0) which lists publications to be released in the next few days. The Catalogue of Publications and the Release Advice are available from any ABS office.

#### Unpublished statistics

32. In some cases, the ABS can also make available information which is not published. This information may be made available in one or more of the following forms: microfiche, photocopy, data tape, computer printout, clerically-extracted tabulation. Generally, a charge is made for providing unpublished information. Inquiries for unpublished statistics related to this publication should be made to Bruce McClelland on (06) 252 6581, or to Information Services in the nearest ABS office.

#### Symbols and other usages

... not applicable

33. As the indexes are rounded to one decimal place, discrepancies may occur between the published annual percentage changes in Tables 1, 4, 5 and 6 and the value which would be produced by calculating the percentage change from the published statistics.

#### Forthcoming issues

34. The following table shows the dates on which the *Award Rates of Pay Indexes, Australia* (6312.0) publication is expected to be released.

	Issue	Expected Release Date
1996	January	15 March 1996
	February	12 April 1996
	March	10 May 1996
	April	14 June 1996

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